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ABSTRACT

This report presents findings from the "Institution Survey" of the 1999 National Study of Postsecondary Faculty (NSOPF). Institutions were asked about their policies and practices related to faculty as of fall 1998. The distribution of faculty across U.S. degree-granting postsecondary institutions reflects the diversity of postsecondary education in the United States. A large proportion of all faculty, about two-fifths, worked part time, and at two-year institutions, almost two-thirds of the faculty held part-time appointments. Full-time faculty were responsible for teaching most of the undergraduate credit hours (71%), and public research institutions assigned more undergraduate credit hours to teaching assistance than any other institution type (14%). Survey results indicate that most institutions have policies for evaluating the quality of faculty instruction, and most institutions had tenure systems in place in fall 1998. As of fall 1998, 48% of all faculty had tenure at their institutions, and 19% of the remaining faculty were on tenure track. About two-fifths of institutions experienced average growth of 20% in the size of their faculty, and other two-fifths experienced no change in the number of full-time faculty from fall 1993 to fall 1998. Survey results also show that, as part of compensation packages, institutions supported a variety of benefits for their faculty in fall 1998. Many institutions provided benefits for part-time faculty, but in almost every case, the benefit was less commonly offered to part-time faculty, or the eligibility requirements were more stringent. The final chapter summarizes the characteristics of institutions of higher education by the type of institution. Three appendixes contain technical notes, a glossary, and standard error tables. (Contains 17 figures and 38 tables.) (SLD)

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# NATIONAL CENTER FOR EDUCATION STATISTICS

**Statistical Analysis Report** September 2001

**1999 National Study of Postsecondary Faculty (NSOPF:99)**

# Institutional Policies and Practices: Results From the 1999 National Study of Postsecondary Faculty, Institution Survey

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NATIONAL CENTER FOR EDUCATION STATISTICS

Statistical Analysis Report September 2001

1999 National Study of Postsecondary Faculty (NSOPF:99)

# Institutional Policies and Practices: Results From the 1999 National Study of Postsecondary Faculty, Institution Survey

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Office of Educational Research and Improvement NCES 2001–201

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# EXECUTIVE SUMMARY

About 1.1 million faculty teach in our nation's approximately 3,400 degree-granting postsecondary institutions.[1] The role of faculty in these institutions is critical to the success of postsecondary education in the United States. The National Study of Postsecondary Faculty (NSOPF), conducted by the National Center for Education Statistics (NCES), includes both a survey of institutions[2] that focuses on policies and practices affecting faculty and a survey of faculty themselves. This report presents findings from the "Institution Survey" of the 1999 NSOPF, the third in the series. Institutions were asked about their policies and practices as of fall 1998 (NSOPF:99).

## FACULTY AND THEIR INSTITUTIONS

The distribution of faculty across U.S. degree-granting postsecondary institutions reflects the diversity of postsecondary education in the U.S. (table A). For example, public research institutions accounted for 3 percent of the nation's degree-granting postsecondary institutions, yet they employed 18 percent of the nation's faculty in fall 1998. In contrast, private liberal arts colleges constituted 21 percent of all degree-granting institutions, but employed about 9 percent of all faculty.

A large proportion of all faculty, about two-fifths, worked part time (table B). Some institutions relied on part-time faculty to a greater degree than others. Almost two-thirds (65 percent) of the faculty at public 2-year institutions held part-time appointments. At the other end of the spectrum, about one-fifth (21 percent) of the faculty at public research institutions worked part time.

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[1] The term "faculty" refers to all employees who have faculty status, regardless of instructional responsibilities, and individuals with instructional responsibilities, regardless of faculty status. A more detailed definition of faculty and institutional staff is provided in the Technical Notes.

[2] The survey of institutions included Title IV participating, degree-granting institutions; public and private, not-for-profit institutions; institutions that offer two-year or four-year programs; institutions that offer associate's, bachelor's, or advanced degrees; and institutions located in the United States. Private, for-profit and non-Title IV institutions were excluded from the survey. See the Technical Notes for more information about the types of institutions included in NSOPF.

Table A.—Percentage distribution of degree-granting postsecondary education institutions, faculty, and enrolled students, by type and control of institution: Fall 1998

| Type and control of institution | Institutions | Faculty | | | Students enrolled[1] (fall 1997) |
|---|---|---|---|---|---|
| | | Total | Full-time | Part-time | |
| All institutions[2] | 100 | 100 | 100 | 100 | 100 |
| Public research | 3 | 18 | 24 | 9 | 16 |
| Private not-for-profit research | 1 | 7 | 8 | 5 | 4 |
| Public doctoral[3] | 3 | 8 | 10 | 5 | 7 |
| Private not-for-profit doctoral[3] | 2 | 4 | 3 | 4 | 2 |
| Public comprehensive | 8 | 12 | 14 | 11 | 15 |
| Private not-for-profit comprehensive | 9 | 7 | 6 | 8 | 6 |
| Private not-for-profit liberal arts | 21 | 9 | 10 | 8 | 7 |
| Public 2-year | 33 | 29 | 18 | 44 | 36 |
| Other[4] | 21 | 6 | 6 | 7 | 6 |

[1]Student enrollment data for the fall of 1997 obtained from Integrated Postsecondary Education Data System, "Fall Enrollment Survey" (IPEDS-EF:1997). Fall 1997 data were missing for 119 of the approximately 3,200 institutions in the population.
[2]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[3]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[4]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.
NOTE: Percentages may not total to 100 due to rounding. Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99) and the Integrated Postsecondary Education Data System, "Fall Enrollment Survey" (IPEDS–EF:1997).

Table B.—Percentage distribution of faculty, by employment status and by type and control of institution: Fall 1998

| Type and control of institution | Employment status | |
|---|---|---|
| | Full-time | Part-time |
| All institutions[1] | 57 | 43 |
| Public research | 79 | 21 |
| Private not-for-profit research | 69 | 31 |
| Public doctoral[2] | 72 | 28 |
| Private not-for-profit doctoral[2] | 49 | 51 |
| Public comprehensive | 64 | 36 |
| Private not-for-profit comprehensive | 50 | 50 |
| Private not-for-profit liberal arts | 63 | 37 |
| Public 2-year | 35 | 65 |
| Other[3] | 53 | 47 |

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Percentages may not total to 100 due to rounding. Faculty includes all faculty and instructional staff.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Institutions also provided information about faculty union activity. Twenty-five percent of all institutions reported that some of their faculty were represented by a union.

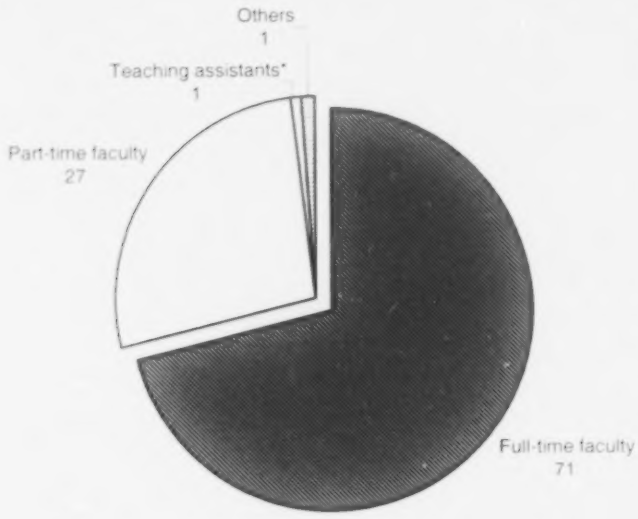
### Teaching Assignments and Performance

Full-time faculty were responsible for teaching most of the undergraduate credit hours.[3] Based on percentages reported by individual institutions, full-time faculty covered an average of 71 percent of undergraduate credit hours at their institution, part-time faculty covered an average of 27 percent of all undergraduate credit hours, and teaching assistants and other instructional staff each covered an average of about 1 percent of all undergraduate credit hours (figure A).[4] Public research institutions assigned more undergraduate credit hours to teaching assistants than any other institution type (14 percent).

[3] For this survey, credit hours were defined as the number of course credits or contact hours multiplied by the number of students enrolled.

[4] These estimates are based on institution reports of assigned undergraduate credit hours. The actual amount of undergraduate credit hours taught by teaching assistants might be higher.

**Figure A.—Percentage distribution of undergraduate instructional credit hours assigned to various levels of staff: Fall 1998**




* These estimates are based on institution reports of assigned undergraduate credit hours. The actual amount of undergraduate credit hours taught by teaching assistants might be higher.

NOTE: Faculty includes all faculty and instructional staff. Credit hours were defined as the number of course credits or contact hours multiplied by the number of students enrolled. Institutional respondents reported the percentage of instructional credit hours covered by each type of instructor at their institution. For this report, these percentages were averaged within an institution category. Therefore, institutions of different sizes were given equal weight in the average and the percent reported might not reflect the actual percentage of all credit hours covered by each type of instructor.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Most institutions have policies for evaluating the quality of their faculty's instruction. Measures based on student inputs or results were used by most institutions, with 86 percent using at least one student-based measure to evaluate full-time faculty. Institutions most commonly employed student evaluations of instructional quality (85 percent). Most institutions also used administrative-level evaluations, with 95 percent using at least one administrative-level measure to evaluate full-time faculty; two of the most common administrative-level measures were department chair evaluations (83 percent) and dean evaluations (77 percent).

## Faculty Transitions

About two-fifths (44 percent) of institutions experienced average growth of 20 percent in the size of their faculty. Another two-fifths (44 percent) experienced no change in the number of full-time faculty from fall 1993 to fall 1998. The remaining 12 percent of institutions averaged a 9 percent decrease in the size of their faculty.

In fall 1998, 8 percent of all full-time faculty were new hires at their institution; a similar percentage of all full-time faculty left their positions between fall 1997 and fall 1998: 29 percent of those who left did so due to retirement and the remaining 71 percent left for a variety of other reasons. Some of these departures may have been related to actions taken by the institutions. Between 1993 and 1998, 40 percent of all institutions took at least one action to reduce the size of the full-time faculty. Some institutions (22 percent) accomplished this goal by replacing full-time faculty with part-time faculty.

## The Tenure System[5]

Most institutions (66 percent) had tenure systems in place in fall 1998. Approximately 100 percent of public research, private not-for-profit research, and public doctoral institutions had tenure systems. Tenure systems were less common at private comprehensive (58 percent), private liberal arts (66 percent), and public 2-year institutions (61 percent).

As of fall 1998, 48 percent of all full-time faculty had tenure at their respective institutions. Of the remaining faculty, 19 percent were on tenure track[6] and 20 percent were not on tenure track (figure B). Approximately 12 percent of all full-time faculty worked at institutions without tenure systems. Of the newly hired faculty, 39 percent were hired into tenure-track positions and 45 percent were hired into nontenure-track positions.

In the 1997–98 academic year, 16 percent of the nation's nontentured, tenure-track faculty came up for tenure review. Overall, 81 percent of those reviewed received tenure. Public research institutions granted tenure to 90 percent of those reviewed. At the other end of the spectrum, private comprehensive institutions granted tenure to 65 percent of those reviewed. Most institutions (89 percent) limited the number of years that a faculty member may spend on tenure track. The most common limits were 6 years (34 percent) and 7 years (28 percent).

Between 1993 and 1998, 63 percent of all institutions took at least one action related to tenure. The most common action was to offer early or phased retirement to tenured faculty members (48 percent).

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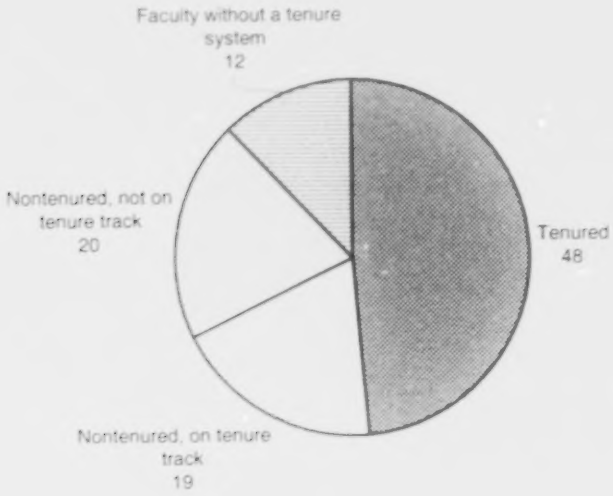
[5] "Tenure" refers to the status of a personnel position or a person occupying a position or occupation with respect to the permanence of position.

[6] Tenure track positions lead to the consideration for tenure.

**Figure B.—Percentage distribution of full-time faculty, by tenure status: Fall 1998**




NOTE: Percentages may not total to 100 due to rounding. Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

## Faculty Benefits

As part of compensation packages, institutions supported a variety of benefits for their faculty in fall 1998. Nearly all institutions (98 percent) contributed in some degree to benefits for full-time faculty and about one-half (53 percent) contributed for part-time faculty. Among those institutions that contributed, the value of benefits added an average of 26 percent to the salaries of full-time faculty and an average of 18 percent to the salaries of part-time faculty.[7]

Almost all institutions (99 percent) offered retirement plans to full-time faculty. Institutions primarily offered TIAA/CREF (72 percent).[8] Other 403(b) plans were also fairly common options, offered at 54 percent of all institutions.

---

[7] The average percentage of income part-time faculty received in the form of benefits (18 percent) may mask some of the variability in institution policies. Some institutions may have reported the amount spent on benefits for part-time faculty as a percentage of the total amount paid to all part-time faculty. Other institutions may have reported the average percentage of the total salary contributed in benefits just for the part-time faculty receiving benefits.

[8] TIAA/CREF, Teachers Insurance and Annuity Association and College Retirement Equities Fund, offers a 403(b) retirement plan to not-for-profit colleges and universities and not-for-profit research organizations. There are other types of 403(b) plans as well that some colleges and universities offer. TIAA/CREF is a major provider of 403(b) plans to the education and research communities.

Almost all institutions provided insurance benefits for their full-time faculty. Most institutions provided disability insurance (90 percent) and life insurance (94 percent), and many institutions provided these two benefits with a full subsidy (49 and 57 percent, respectively). Medical insurance or care (99 percent) and dental insurance or care (89 percent) were frequently part of institutions' benefits packages. However, these were usually not fully subsidized.

Institutions commonly provided some benefits to full-time faculty's family members. These included benefits directly for other family members (like tuition remission for a spouse or child; 67 percent for each) and benefits related to parenting (like paid maternity or paternity leave; 58 and 39 percent, respectively). Child care was sometimes provided by institutions (23 percent), although usually unsubsidized.

Other common additions to overall benefits packages for full-time faculty included paid sabbatical leave (76 percent), transportation or parking (56 percent), wellness or health programs (57 percent), and employee assistance programs (54 percent).

Many institutions provided the benefits listed above to part-time faculty. However, in almost every case, the benefit was less commonly offered to part-time faculty than to full-time faculty. In addition, many institutions required that part-time faculty meet certain eligibility requirements before receiving benefits. Of those institutions that provided retirement plans to part-time faculty, 69 percent had eligibility requirements for retirement plans. Across all institutions with part-time faculty, 45 percent had eligibility requirements for other benefits provided to part-time faculty.

# FOREWORD

This publication reports data from the institution survey of the 1999 National Study of Postsecondary Faculty (NSOPF:99), a study of faculty and instructional staff in postsecondary institutions in the United States. The 1999 NSOPF and its predecessors, the 1988 and 1993 NSOPFs, were conducted by the National Center for Education Statistics within the U.S. Department of Education to fill the information gap about this important segment in postsecondary education. Additional support for NSOPF has been provided by the National Endowment for the Humanities and the National Science Foundation. Since its inception, NSOPF has stimulated widespread interest at the federal, state, institution, and individual levels. Organizations and individual researchers have obtained faculty data that provided them with national estimates and knowledge in general about faculty backgrounds, responsibilities, workloads, compensation, and attitudes.

A number of publications based on NSOPF:99 data are planned. Topics of these publications include: the use of the internet/technology by faculty; faculty and staff who taught classes to undergraduates; distance education taught by faculty; minority and women faculty; faculty in public 2-year colleges; part-time faculty; retirement and other departure plans of faculty; changes in employment status of faculty; changes in the racial/ethnic and gender make-up of faculty; changes in the tenure status of faculty; and faculty salaries.

As soon as publications are released from NSOPF, they can be found and downloaded at the following NSOPF Web Page: http://nces.ed.gov/surveys/nsopf. Finally, researchers are encouraged to conduct their own in-depth analysis of the data. For information about using NSOPF:99 data, please read the Technical Notes to this report.

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Program Director
Postsecondary Longitudinal and
Sample Survey Studies

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# SECTION 1—INTRODUCTION

In the United States, postsecondary education at the end of the 20th century included approximately 3,400[1] degree-granting institutions and over 14 million students.[2] As a variety of issues are debated regarding the role, delivery, and future direction of postsecondary education, faculty remain at the core of the educational enterprise. About 1.1 million faculty and instructional staff were employed by degree-granting postsecondary institutions in the fall of 1998, representing many different interests and needs.

The National Center for Education Statistics (NCES) provides a profile of the faculty work environment through the 1998-99 National Study of Postsecondary Faculty (NSOPF:99). This effort includes a survey of institutions that focuses on policies and practices that affect faculty as well as a survey of faculty themselves. This study is the third National Study of Postsecondary Faculty that NCES has conducted. Other studies were conducted in 1988 and 1993 and included both an institution and a faculty survey.[3]

This report presents findings from the NSOPF:99 survey of institutions. Drawn from the Integrated Postsecondary Education Data System (IPEDS), the institutional universe for this survey included 3,395 postsecondary institutions that met all of the following criteria:

- The institution was a Title IV participating, degree-granting institution in the 50 states or the District of Columbia;
- The institution provided formal instructional programs of at least 2-years' duration; and
- The college or university was public or private not-for-profit.[4]

Ninety percent of the institution sample completed a questionnaire.

The NSOPF:99 institution survey gathered data on policies and practices affecting both full- and part-time faculty and instructional staff. Individuals who were considered faculty include anyone with faculty status, regardless of instructional responsibilities, and anyone with instructional responsibilities, regardless of faculty status. At some institutions, those with faculty status may include non-teaching administrators, coaches, librarians, etc.

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[1] Not shown in table; U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

[2] The total number of students enrolled was obtained from the Integrated Postsecondary Education Data System Fall Enrollment Data File, Fall 1997.

[3] The 1988 survey also included a survey of department chairpersons.

[4] While the IPEDS universe includes private, for-profit institutions, the institutional universe for NSOPF:99 only included public and private, not-for-profit degree-granting postsecondary institutions. To improve readability, the phrase "not-for-profit" may be excluded when referring to "private not-for-profit" institutions.

This report examines the distribution of faculty and instructional staff in different types of colleges and universities, as well as institutional policies and practices that affect them. For the purposes of this study, a modified Carnegie classification was used to distinguish among the various types of degree-granting postsecondary institutions in the country. The categories used throughout this report include:

- Public research universities
- Private not-for-profit research universities
- Public doctoral universities
- Private not-for-profit doctoral universities
- Public comprehensive universities
- Private not-for-profit comprehensive universities
- Private not-for-profit liberal arts colleges[5]
- Public 2-year colleges
- Other[6]

Section 2 presents estimates of full- and part-time faculty and instructional staff in different types of degree-granting postsecondary institutions and union activity in these institutions. Section 3 examines how institutions cover undergraduate teaching and the methods used for evaluating the quality of teaching done by full- and part-time faculty and instructional staff. Section 4 examines the shifts of full- and part-time faculty and instructional staff from degree-granting postsecondary institutions for reasons of retirement or other situations. Section 5 describes characteristics of tenure systems for full-time faculty and instructional staff in different colleges and universities. Section 6 examines benefits provided to full- and part-time faculty and instructional staff. The final section presents a summary of the key findings.

The technical notes include more detailed discussions of the following:

- Sampling procedures and design;
- Survey administration and response rates;
- A detailed description of faculty included in the study;
- A description of the institution classification;
- Imputation procedures; and
- Weight estimations, sources of error, and accuracy of the estimates.

All comparisons that are noted in the report are statistically significant at the .05 level.[7]

[5] The Carnegie Classification of Institutions of Higher Education, originally published in 1973, changed the title of the category, "liberal arts colleges" to "baccalaureate colleges" in 1994. This report, which uses a modified Carnegie Classification schema to categorize institutions, uses the label "private not-for-profit liberal arts colleges" to be consistent with earlier NCES reports.

[6] "Other" includes public liberal arts, private 2-year, and religious and other specialized institutions, except medical and medical centers.

[7] All statistical comparisons employed a two-tailed test with a Bonferroni adjustment for multiple comparisons.

# SECTION 2—FACULTY AND THEIR INSTITUTIONS

This section of the report focuses on the distribution of institutions and faculty by type and control of institution and the prevalence of union representation in degree-granting postsecondary institutions in the country.

## DISTRIBUTION OF FACULTY[8] IN DEGREE-GRANTING POSTSECONDARY INSTITUTIONS

As of the fall of 1998, about 1.1 million (1,134,163) faculty[9] worked in postsecondary institutions in the United States. In the fall of 1992, about 1 million (904,935) faculty were working in postsecondary institutions.[10] Public 2-year institutions represented 33 percent of all degree-granting postsecondary institutions and employed 29 percent of all faculty (table 2.1). While public 2-year institutions make up about one-third of all institutions, they employ about one-fifth (18 percent) of all full-time faculty. On the other hand, these institutions employ almost one-half (44 percent) of all part-time faculty.

The distribution of faculty across institution types did not always mirror the distribution of the institutions themselves (table 2.1 and figure 2.2). For example, public and private research institutions accounted for only 4 percent of institutions overall, yet together they employed 24 percent of all faculty (figure 2.2) and 33 percent[11] of all full-time faculty (figure 2.1). These research institutions enrolled 20 percent of all students.[12] Private liberal arts institutions represented 21 percent of all institutions in the country, but employed 9 percent of all faculty (figure 2.2) and 10 percent of all full-time faculty (figure 2.1). These institutions enrolled 6 percent of all students.

Approximately three-fifths of faculty (57 percent) worked in full-time positions. The degree to which any particular type of institution relied on the work of part-time faculty varied (table 2.2). Public 2-year institutions met their instructional needs primarily with part-time faculty. Approximately two-thirds of their faculty held part-time appointments (65 percent). Part-time faculty maintained a presence at all types of institutions (figure 2.3). Part-time and full-time faculty were distributed in approximately equal percentages among private doctoral, private comprehensive, and "other" institutions. Even public research institutions, which relied upon part-time faculty less than any other institution type, employed about one-fifth (21 percent) of their faculty in part-time positions.

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[8] The terms "faculty" and "faculty and instructional staff" are used interchangeably in this report.

[9] Not shown in table; U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

[10] Not shown in table; U.S. Department of Education, National Center for Education Statistics, 1993 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:93).

[11] These computations used estimates with additional precision and do not match sums that might be calculated from tables.

[12] The total number of students enrolled was obtained from the Integrated Postsecondary Education Data System Fall Enrollment Data File, Fall 1997.

## Faculty and Unions

Overall, 25 percent of degree-granting postsecondary institutions had unions that represented at least some of their faculty in the fall of 1998 (table 2.3). Public institutions were more likely than their private counterparts to have some level of faculty unionization at their institutions. For example, whereas 33 percent of public research universities had unions on campus, 13 percent of private research universities had unions. Public doctoral universities were also more likely than private doctoral universities to have unions, 26 and 12 percent, respectively. Finally, 40 percent of public comprehensive institutions had unions, whereas 7 percent of private comprehensive institutions had unions.

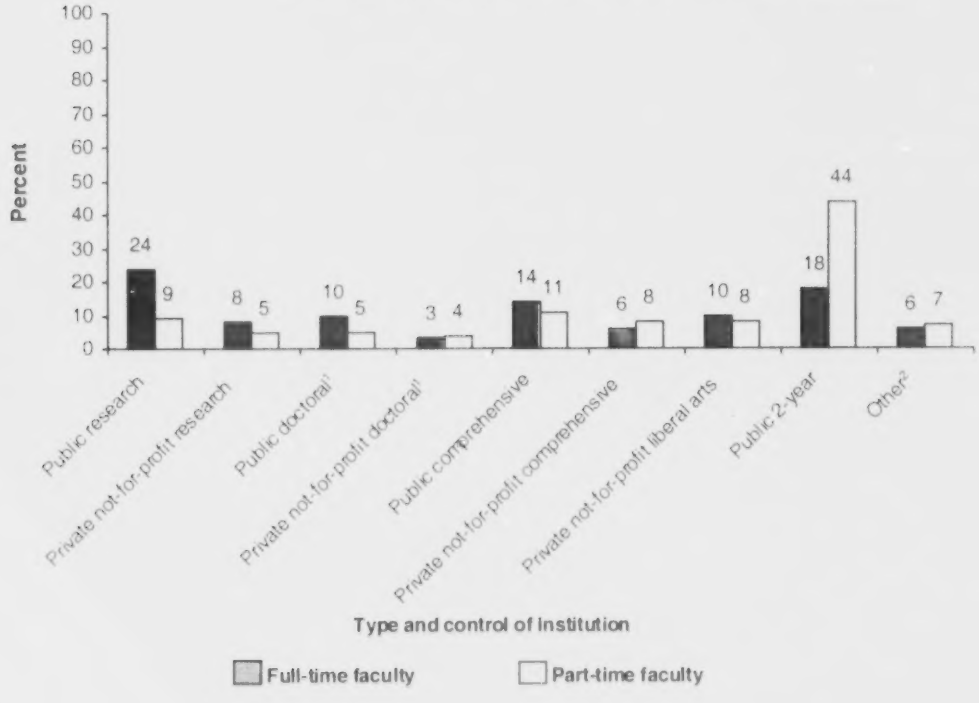
Unions represented 26 percent of full-time faculty in the fall of 1998.[13] Depending on the institution type, 4 percent (at private liberal arts institutions) to 51 percent (at public 2-year institutions) of the full-time faculty had union representation. In particular, full-time faculty were more likely to be represented by a union if they worked at a public rather than private institution. This pattern was true at research institutions (22 and 6 percent for public and private, respectively), doctoral institutions (21 and 9 percent for public and private, respectively), and comprehensive institutions (41 and 11 percent for public and private, respectively).

Unions represented 20 percent of part-time faculty. Public comprehensive institutions had the highest proportion of part-time faculty with union representation (41 percent). Similar to the representation noted for full-time faculty, part-time faculty were more likely to be represented by a union at public than private research institutions (13 and 4 percent for public and private research institutions, respectively), and at public than private comprehensive institutions (41 and 5 percent for public and private comprehensive institutions, respectively).

Overall, full-time faculty were more likely to have union representation than part-time faculty (26 and 20 percent respectively). This overall difference may have been due to the large differences between full-time and part-time faculty union representation rates at public institutions. Full-time faculty had higher proportions of union representation than part-time faculty in public research institutions (22 and 13 percent for full-time and part-time faculty, respectively), public doctoral institutions (21 and 7 percent for full-time and part-time faculty, respectively), and public 2-year institutions (51 and 27 percent for full-time and part-time faculty, respectively).

[13] The institution survey asked respondents to report the approximate percentage of faculty who were represented by a union. As a result, this number differs from the estimate based on the faculty respondents who stated that they were represented by a union. Twenty-one percent of full-time faculty and 15 percent of part-time faculty indicated in the faculty survey that they were represented by a union. U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Faculty Survey" (NSOPF:99).

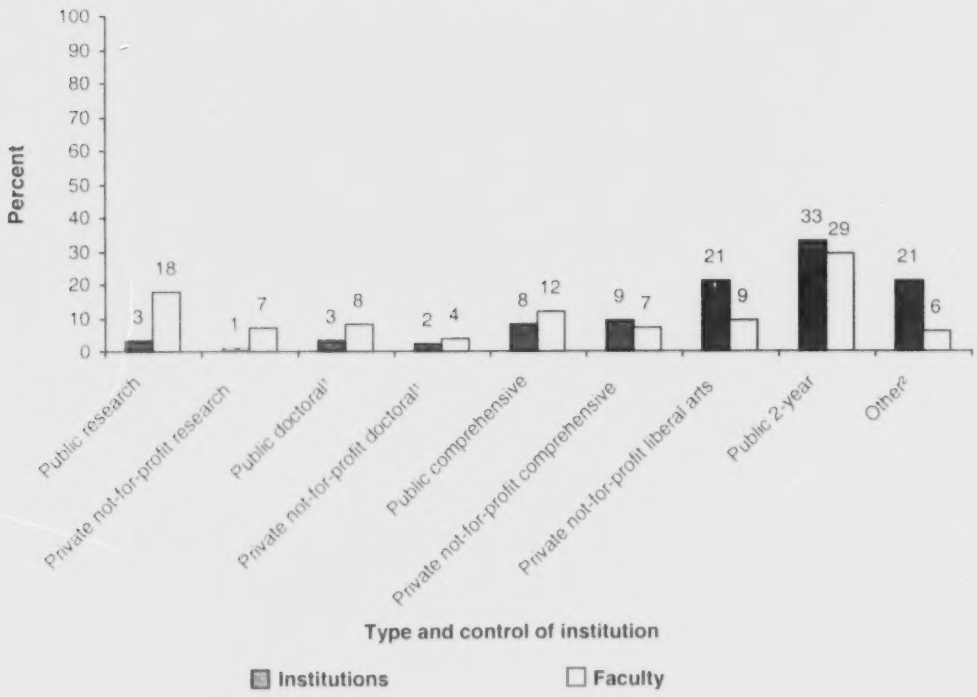
**Figure 2.1—Percentage distribution of faculty, by employment status and by type and control of institution: Fall 1998**




[1]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[2]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff. Percentage distributions sum across type and control of institution for both full-time and part-time faculty.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF-99).

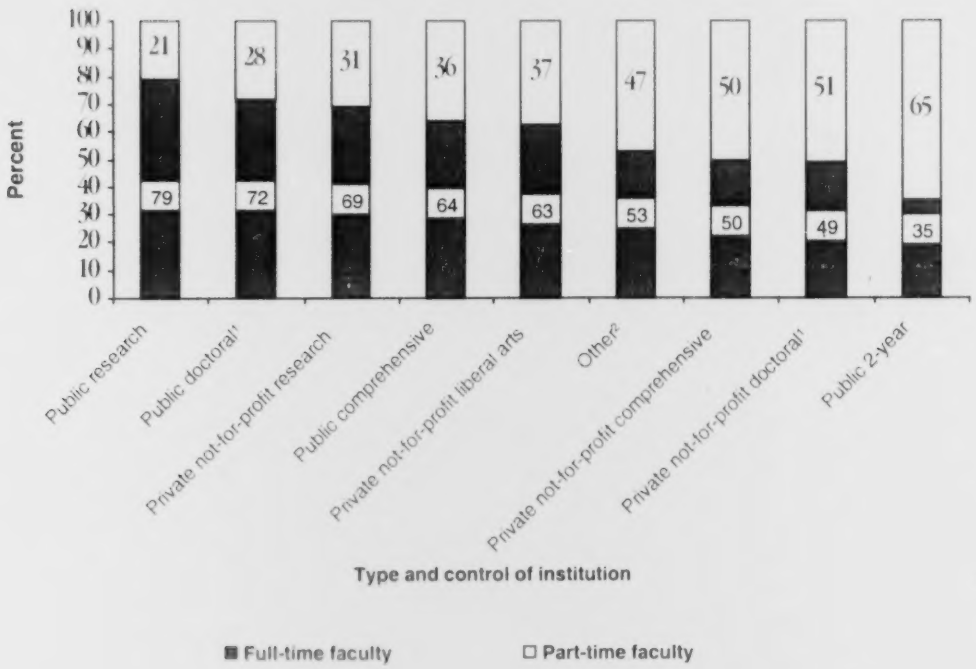
Figure 2.2—Percentage distribution of institutions and faculty, by type and control of institution: Fall 1998




[1]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[2]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff. Percentage distributions sum across type and control of institution.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Figure 2.3—Ranked percentage distribution of full-time and part-time faculty, by type and control of institution: Fall 1998




[1]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[2]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 2.1—Percentage distribution of degree-granting postsecondary education institutions, faculty, and enrolled students, by type and control of institution: Fall 1998

| Type and control of institution | Institutions | Faculty | | | Students enrolled[1] |
|---|---|---|---|---|---|
| | | Total | Full-time | Part-time | |
| All institutions[2] | 100 | 100 | 100 | 100 | 100 |
| Public research | 3 | 18 | 24 | 9 | 17 |
| Private not-for-profit research | 1 | 7 | 8 | 5 | 4 |
| Public doctoral[3] | 3 | 8 | 10 | 5 | 7 |
| Private not-for-profit doctoral[3] | 2 | 4 | 3 | 4 | 2 |
| Public comprehensive | 8 | 12 | 14 | 11 | 16 |
| Private not-for-profit comprehensive | 9 | 7 | 6 | 8 | 6 |
| Private not-for-profit liberal arts | 21 | 9 | 10 | 8 | 6 |
| Public 2-year | 33 | 29 | 18 | 44 | 36 |
| Other[4] | 21 | 6 | 6 | 7 | 6 |

[1]Student enrollment data for the Fall of 1997 obtained from Integrated Postsecondary Education Data System, "Fall Enrollment Survey" (IPEDS-EF:1997). Fall 1997 data were missing for 119 institutions of the approximately 3,200 institutions in the population.
[2]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[3]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[4]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Percentages may not total to 100 due to rounding. Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99) and IPEDS.

Table 2.2—Percentage distribution of faculty, by employment status and by type and control of institution: Fall 1998

| Type and control of institution | Employment status | |
|---|---|---|
| | Full-time | Part-time |
| All institutions[1] | 57 | 43 |
| Public research | 79 | 21 |
| Private not-for-profit research | 69 | 31 |
| Public doctoral[2] | 72 | 28 |
| Private not-for-profit doctoral[2] | 49 | 51 |
| Public comprehensive | 64 | 36 |
| Private not-for-profit comprehensive | 50 | 50 |
| Private not-for-profit liberal arts | 63 | 37 |
| Public 2-year | 35 | 65 |
| Other[3] | 53 | 47 |

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 2.3—Percentage of institutions and faculty with union representation, by employment status and by type and control of institution: Fall 1998

| Type and control of institution | Institutions with some faculty represented by a union | Represented by a union | |
|---|---|---|---|
| | | Full-time faculty | Part-time faculty |
| All institutions[1] | 25 | 26 | 20 |
| Public research | 33 | 22 | 13 |
| Private not-for-profit research | 13 | 6 | 4 |
| Public doctoral[2] | 26 | 21 | 7 |
| Private not-for-profit doctoral[2] | 12 | 9 | 7 |
| Public comprehensive | 40 | 41 | 41 |
| Private not-for-profit comprehensive | 7 | 11 | 5 |
| Private not-for-profit liberal arts | 4 | 4 | 1 |
| Public 2-year | 50 | 51 | 27 |
| Other[3] | 11 | 16 | 14 |

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

# SECTION 3—TEACHING ASSIGNMENTS AND EVALUATION

This section focuses on two issues surrounding teaching in degree-granting postsecondary institutions: who teaches undergraduate students and the manner in which institutions evaluate the performance of their teaching faculty and staff.

## UNDERGRADUATE TEACHING ASSIGNMENTS

Across all institutions, full-time faculty taught the majority of the undergraduate instructional credit hours[14] at degree-granting postsecondary institutions in the fall of 1998 (table 3.1). Based on percentages reported by individual institutions, full-time faculty taught an average of 71 percent of all undergraduate credit hours at their institution (table 3.1 and figure 3.1). As noted in Section 2, part-time faculty made up a substantial portion of instructional faculty overall (43 percent) (table 2.2). Part-time faculty taught an average of about one-quarter (27 percent) of undergraduate instructional credit hours. Teaching assistants and other instructional staff covered a minimal percentage of undergraduate instructional credit hours overall (an average of 1 percent each) (table 3.1).[15]

Just as institutions varied in the proportions of full- and part-time faculty they employed, institutions also varied in the extent to which they delegated teaching responsibilities among faculty. Full-time faculty at private liberal arts institutions on average taught over three-quarters of the undergraduate instructional credit hours (79 percent) (table 3.1). Overall, their full-time faculty composed 63 percent of their instructional staff (table 2.2). Full-time faculty at public research institutions on average taught 66 percent of the undergraduate credit hours.

Most types of institutions primarily used part-time faculty to teach the remaining credit hours. In public research institutions, teaching assistants on average covered more undergraduate credit hours (14 percent) than in any other institution type.[16] In private research institutions, on average about 7 percent of undergraduate credit hours were assigned to teaching assistants and a similar percent, 6 percent, were allotted to this group in public doctoral institutions.

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[14] For this survey, credit hours were defined as the number of course credits or contact hours multiplied by the number of students enrolled.

[15] The percentage of undergraduate credit hours covered by different types of faculty represents an average of institutional percentages, not an average of credit hours across all colleges and universities within a given institutional classification.

[16] These estimates are based on institution reports of assigned undergraduate credit hours. The actual amount of undergraduate credit hours taught by teaching assistants might be higher.

## Evaluating Teaching Performance

Institutions use a variety of measures to assess faculty teaching performance. A number of these measures center on students while others are more administrative in focus.[17]

*Student Measures*

About four-fifths of all institutions used student data to assess both full- and part-time faculty (86 and 82 percent for full- and part-time faculty, respectively) (table 3.2). At the upper end of the range, almost all public research institutions (95 and 93 percent for full- and part-time faculty, respectively) used some form of student data to evaluate teaching performance at their institution. Student measures were more commonly used at public than at private research institutions for both full-time (95 and 84 percent, respectively) and part-time faculty (93 and 84 percent, respectively).

By far the most prevalent student-based measure was student evaluations of faculty (table 3.2). Eighty-five percent of all institutions used student evaluations to assess the quality of instruction for full-time faculty and 81 percent used student evaluations to assess part-time faculty. More commonly, the use of student evaluations reflected institutional rather than departmental policy (table 3.3).[18] This pattern was evident for both full-time (77 and 15 percent for institutional and departmental levels, respectively) and part-time faculty (72 and 16 percent for institutional and departmental levels, respectively).

*Administrative Measures*

In addition to student-based measures, most institutions utilized some administrative-level measures in their evaluations of instruction (table 3.4). Almost all institutions (95 percent) used one of these administrative measures to assess full-time faculty. Although not as prevalent as the assessments for full-time faculty, 86 percent of all institutions maintained policies for at least one administrative evaluation for part-time faculty.

The two most common administrative measures used to evaluate the teaching performance of full-time faculty were departmental chair evaluations (83 percent) and dean evaluations (77 percent) (table 3.4 and figure 3.2). While used less frequently, over one-half of all institutions did utilize peer (57 percent) and self-evaluations (62 percent) for their full-time faculty.

Although institutions were equally likely to use department or division chair evaluations for their full- and part-time faculty (83 and 77 percent, respectively), they were less likely to use three other measures to evaluate part-time faculty. Seventy-seven percent of institutions used dean evaluations for full-time faculty compared to 54 percent for part-time faculty. Fifty-seven percent of institutions used peer evaluations for full-time

[17] Survey respondents provided information for their entire institution. Therefore, if an evaluation method was used in just one department, it might be listed as a method used by the institution.

[18] The percentages reported are not necessarily mutually exclusive. In some institutions, policies regarding the evaluation of teaching could result from both institution and department sources.

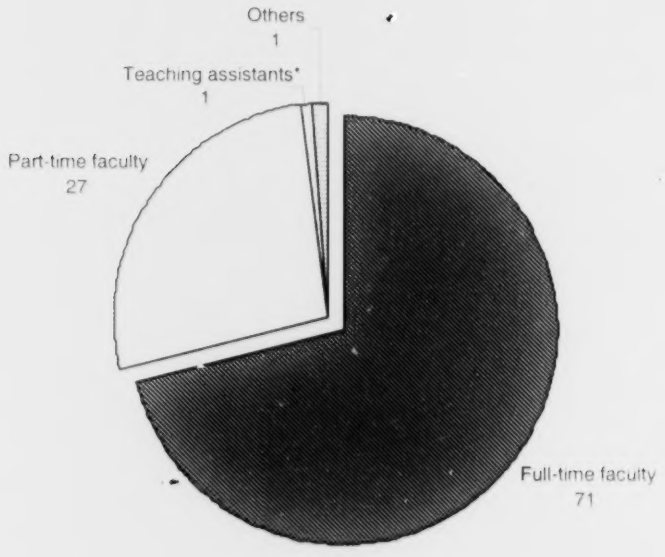
faculty compared to 37 percent for part-time. Sixty-two percent of institutions used self evaluations for full-time faculty compared to 33 percent for part-time faculty.

Even more pronounced than was the case for student-based evaluation measures, administrative measures tended to reflect institutional rather than departmental policies (table 3.5). This pattern was present in all surveyed measures for full-time faculty: department/division chair evaluations (67 and 26 percent for institution and department level, respectively), dean evaluations (64 and 20 percent), peer evaluations (42 and 19 percent), self-evaluations (48 and 18 percent), and other measures (7 and 1 percent). The same pattern was present in the policies for part-time faculty. The following policies were more frequently initiated by institutions than departments for part-time faculty: department/division chair evaluations (56 and 30 percent for institution and department level, respectively), dean evaluations (40 and 20 percent), and self-evaluations (22 and 13 percent). Peer and "other" evaluations were equally likely to be institutional or departmental policies.

Public and private institutions differed in the degree to which they utilized various evaluation options (table 3.4). Public research and doctoral institutions were more likely to evaluate full-time faculty using peer evaluations (86 and 75 percent, respectively) than were private research and doctoral institutions (56 and 62 percent, respectively). Similarly, public research and doctoral institutions were more likely to use self-evaluations as part of instructional assessment (65 percent for both) than were private institutions (44 and 54 percent, respectively). However, private research and doctoral institutions were more likely to use dean evaluations in instructional assessments (88 and 84 percent, respectively) than were public institutions (75 percent for both).

Institutional policies toward part-time faculty were similar to those for full-time faculty. Public research institutions were more likely to obtain peer evaluations of part-time faculty than private research institutions (69 and 34 percent, respectively). In addition, public research institutions were more likely than private research institutions to employ self-evaluations for part-time faculty (54 and 28 percent, respectively). Similar to the policies for full-time faculty, private doctoral institutions were more likely to use dean evaluations for part-time faculty than were public doctoral institutions (60 and 48 percent, respectively).

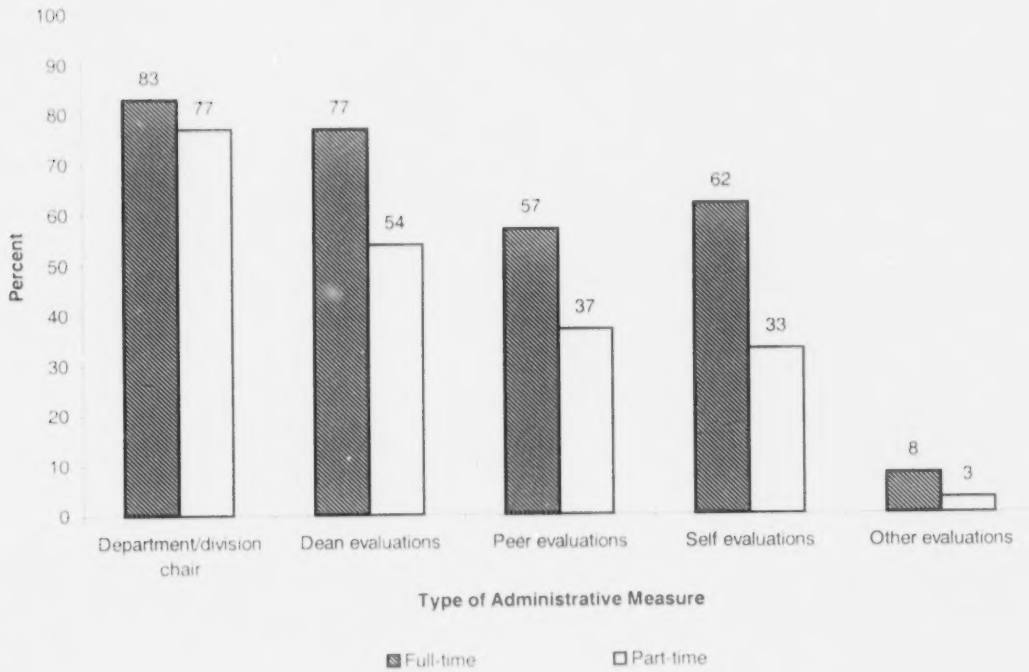
**Figure 3.1—Percentage distribution of undergraduate instructional credit hours assigned to various levels of staff: Fall 1998**




*These estimates are based on institution reports of assigned undergraduate credit hours. The actual amount of undergraduate credit hours taught by teaching assistants might be higher.

NOTE: Faculty includes all faculty and instructional staff. Credit hours were defined as the number of course credits or contact hours multiplied by the number of students enrolled. Institutional respondents reported the percentage of instructional credit hours covered by each type of instructor at their institution. For this report, these percentages were averaged within an institution category. Therefore, institutions of different sizes were given equal weight in the average and the percent reported might not reflect the actual percentage of all credit hours covered by each type of instructor.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

**Figure 3.2—Percentage of institutions using administrative measures to evaluate faculty teaching performance, by employment status: Fall 1998**




NOTE: Faculty includes all faculty and instructional staff.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 3.1—Percentage distribution of undergraduate instructional credit hours assigned to various levels of staff, by type and control of institution: Fall 1998

| Type and control of Institution | Average percent of credit hours[1] assigned to: | | | |
|---|---|---|---|---|
| | Faculty | | | |
| | Full-time | Part-time | Teaching assistants | Others |
| All institutions[2] | 71 | 27 | 1 | 1 |
| Public research | 66 | 18 | 14 | 3 |
| Private not-for-profit research | 73 | 18 | 7 | 2 |
| Public doctoral[3] | 75 | 18 | 6 | 2 |
| Private not-for-profit doctoral[3] | 69 | 26 | 2 | 3 |
| Public comprehensive | 74 | 24 | 1 | 1 |
| Private not-for-profit comprehensive | 70 | 30 | # | # |
| Private not-for-profit liberal arts | 79 | 21 | # | # |
| Public 2-year | 67 | 32 | # | 1 |
| Other[4] | 70 | 29 | # | # |

# Estimate too small to report. There may be cases in the population.
[1]Credit hours were defined as the number of course credits or contact hours multiplied by the number of students enrolled.
[2]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[3]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[4]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Percentages may not total to 100 due to rounding. Faculty includes all faculty and instructional staff. Institutional respondents reported the percentage of instructional credit hours covered by each type of instructor at their institution. For this report, these percentages were averaged within an institution category. Therefore, institutions of different sizes were given equal weight in the average and the reported percent might not reflect the actual percentage of all credit hours covered by each type of instructor.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 3.2—Percentage of institutions using student performance measures to evaluate teaching performance of faculty, by employment status and by type and control of institution: Fall 1998

| Employment status | Type and control of institution | Institutions with any student measure | Institutions with each type of student measure | | | |
|---|---|---|---|---|---|---|
| | | | Student evaluations | Student test scores | Student career placement | Other measures of student performance |
| Full-time | | | | | | |
| | All institutions[1] | 86 | 85 | 20 | 16 | 28 |
| | Public research | 95 | 94 | 25 | 28 | 42 |
| | Private not-for-profit research | 84 | 81 | 6 | 6 | 19 |
| | Public doctoral[2] | 90 | 90 | 30 | 19 | 47 |
| | Private not-for-profit doctoral[2] | 86 | 86 | 24 | 16 | 32 |
| | Public comprehensive | 92 | 91 | 20 | 6 | 29 |
| | Private not-for-profit comprehensive | 72 | 72 | 21 | 18 | 25 |
| | Private not-for-profit liberal arts | 89 | 88 | 21 | 16 | 29 |
| | Public 2-year | 84 | 82 | 15 | 17 | 23 |
| | Other[3] | 88 | 88 | 24 | 16 | 32 |
| Part-time | | | | | | |
| | All institutions[1] | 82 | 81 | 17 | 11 | 23 |
| | Public research | 93 | 91 | 19 | 19 | 33 |
| | Private not-for-profit research | 84 | 84 | 6 | 9 | 28 |
| | Public doctoral[2] | 82 | 81 | 24 | 12 | 36 |
| | Private not-for-profit doctoral[2] | 84 | 80 | 20 | 8 | 28 |
| | Public comprehensive | 85 | 84 | 20 | 5 | 24 |
| | Private not-for-profit comprehensive | 70 | 70 | 14 | 11 | 15 |
| | Private not-for-profit liberal arts | 77 | 77 | 11 | 4 | 13 |
| | Public 2-year | 80 | 78 | 12 | 11 | 19 |
| | Other[3] | 91 | 91 | 32 | 22 | 38 |

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 3.3—Percentage of institutions using student measures to evaluate teaching performance of faculty, by level at which policy was initiated, by employment status, and by type and control of institution: Fall 1998

| Employment status | Type and control of institution | Student measures | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Student evaluations | | Student test scores | | Student career placement | | Other measures of student performance | |
| | | Inst. policy | Dept. policy | Inst. policy | Dept. policy | Inst. policy | Dept. policy | Inst. policy | Dept. policy |
| Full-time | | | | | | | | | |
| | All institutions[1] | 77 | 15 | 9 | 11 | 6 | 10 | 14 | 16 |
| | Public research | 74 | 36 | 4 | 23 | 6 | 23 | 7 | 37 |
| | Private not-for-profit research | 50 | 47 | # | 6 | # | 6 | 3 | 19 |
| | Public doctoral[2] | 64 | 46 | 5 | 29 | 2 | 18 | 4 | 43 |
| | Private not-for-profit doctoral[2] | 60 | 46 | 8 | 22 | 6 | 16 | 16 | 24 |
| | Public comprehensive | 85 | 19 | 7 | 14 | 1 | 5 | 11 | 25 |
| | Private not-for-profit comprehensive | 65 | 14 | 7 | 15 | 12 | 6 | 8 | 18 |
| | Private not-for-profit liberal arts | 84 | 17 | 12 | 9 | 8 | 9 | 18 | 13 |
| | Public 2-year | 73 | 11 | 8 | 7 | 7 | 10 | 12 | 11 |
| | Other[3] | 86 | 8 | 14 | 10 | 4 | 13 | 19 | 13 |
| Part-time | | | | | | | | | |
| | All institutions[1] | 72 | 16 | 7 | 10 | 3 | 9 | 9 | 14 |
| | Public research | 63 | 41 | 1 | 17 | 5 | 14 | 5 | 28 |
| | Private not-for-profit research | 44 | 56 | # | 6 | # | 9 | 3 | 28 |
| | Public doctoral[2] | 52 | 44 | 5 | 23 | 1 | 12 | 2 | 34 |
| | Private not-for-profit doctoral[2] | 54 | 42 | 6 | 18 | 2 | 8 | 12 | 18 |
| | Public comprehensive | 76 | 18 | 7 | 14 | # | 5 | 7 | 23 |
| | Private not-for-profit comprehensive | 58 | 15 | 2 | 13 | 5 | 5 | 5 | 10 |
| | Private not-for-profit liberal arts | 73 | 16 | 7 | 4 | # | 4 | 7 | 7 |
| | Public 2-year | 70 | 12 | 6 | 6 | 5 | 7 | 8 | 12 |
| | Other[3] | 88 | 10 | 14 | 18 | 4 | 18 | 19 | 19 |

# Estimate too small to report. There may be cases in the population.

Inst. =Institutional.

Dept. = Departmental.

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 3.4—Percentage of institutions using administrative measures to evaluate teaching performance of faculty, by employment status and by type and control of institution: Fall 1998

| Employment status | Type and control of institution | Institutions with any administrative measures | Institutions with each type of administrative measure | | | | |
|---|---|---|---|---|---|---|---|
| | | | Department/ division chair evaluations | Dean evaluations | Peer evaluations | Self evaluations | Other measures |
| Full-time | | | | | | | |
| | All institutions [1] | 95 | 83 | 77 | 57 | 62 | 8 |
| | Public research | 96 | 93 | 75 | 86 | 65 | 11 |
| | Private not-for-profit research | 91 | 91 | 88 | 56 | 44 | 6 |
| | Public doctoral [2] | 95 | 92 | 75 | 75 | 65 | 6 |
| | Private not-for-profit doctoral [2] | 90 | 86 | 84 | 62 | 54 | 8 |
| | Public comprehensive | 96 | 86 | 80 | 75 | 52 | 10 |
| | Private not-for-profit comprehensive | 93 | 93 | 85 | 59 | 47 | 3 |
| | Private not-for-profit liberal arts | 96 | 92 | 75 | 62 | 76 | 8 |
| | Public 2-year | 95 | 77 | 70 | 44 | 59 | 8 |
| | Other [3] | 95 | 73 | 84 | 58 | 64 | 9 |
| Part-time | | | | | | | |
| | All institutions [1] | 86 | 77 | 54 | 37 | 33 | 3 |
| | Public research | 91 | 88 | 58 | 69 | 54 | 9 |
| | Private not-for-profit research | 91 | 91 | 66 | 34 | 28 | 3 |
| | Public doctoral [2] | 81 | 75 | 48 | 53 | 40 | 4 |
| | Private not-for-profit doctoral [2] | 84 | 82 | 60 | 42 | 38 | 2 |
| | Public comprehensive | 85 | 81 | 51 | 53 | 33 | 4 |
| | Private not-for-profit comprehensive | 88 | 87 | 64 | 42 | 19 | 5 |
| | Private not-for-profit liberal arts | 81 | 76 | 45 | 30 | 38 | 4 |
| | Public 2-year | 88 | 74 | 54 | 30 | 27 | 5 |
| | Other [3] | 85 | 77 | 62 | 39 | 42 | # |

# Estimate too small to report. There may be cases in the population.

[1] All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2] Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3] Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 3.5—Percentage of institutions using administrative measures to evaluate teaching performance of faculty, by level at which policy was initiated, by employment status, and by type and control of institution: Fall 1998

| Employment status | Type and control of institution | Administrative measures | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Department/ division chair evaluations | | Dean evaluations | | Peer evaluations | | Self-evaluations | | Other measures | |
| | | Inst. policy | Dept. policy | Inst. policy | Dept. policy | Inst. policy | Dept. policy | Inst. policy | Dept. policy | Inst. policy | Dept. policy |
| Full-time | | | | | | | | | | | |
| | All institutions[1] | 67 | 26 | 64 | 20 | 42 | 19 | 48 | 18 | 7 | 1 |
| | Public research | 67 | 43 | 54 | 30 | 51 | 46 | 20 | 49 | 9 | 2 |
| | Private not-for-profit research | 53 | 63 | 50 | 56 | 19 | 44 | 19 | 31 | # | 6 |
| | Public doctoral[2] | 58 | 53 | 50 | 37 | 33 | 54 | 25 | 45 | 4 | 2 |
| | Private not-for-profit doctoral[2] | 62 | 42 | 66 | 32 | 28 | 40 | 22 | 36 | 8 | 4 |
| | Public comprehensive | 76 | 28 | 65 | 25 | 47 | 37 | 33 | 24 | 8 | 3 |
| | Private not-for-profit comprehensive | 65 | 37 | 57 | 36 | 37 | 28 | 36 | 13 | 2 | 1 |
| | Private not-for-profit liberal arts | 85 | 23 | 73 | 17 | 49 | 17 | 69 | 16 | 6 | 2 |
| | Public 2-year | 61 | 21 | 54 | 17 | 34 | 11 | 45 | 15 | 8 | # |
| | Other[3] | 59 | 21 | 78 | 12 | 52 | 11 | 54 | 14 | 9 | 1 |
| Part-time | | | | | | | | | | | |
| | All institutions[1] | 56 | 30 | 40 | 20 | 23 | 17 | 22 | 13 | 2 | 2 |
| | Public research | 52 | 48 | 36 | 25 | 27 | 48 | 12 | 43 | 4 | 5 |
| | Private not-for-profit research | 47 | 69 | 28 | 50 | 9 | 31 | 9 | 22 | # | 3 |
| | Public doctoral[2] | 40 | 49 | 24 | 29 | 15 | 43 | 10 | 32 | 2 | 2 |
| | Private not-for-profit doctoral[2] | 46 | 52 | 32 | 32 | 14 | 30 | 16 | 28 | 2 | # |
| | Public comprehensive | 59 | 35 | 34 | 24 | 31 | 29 | 15 | 21 | 3 | 1 |
| | Private not-for-profit comprehensive | 51 | 42 | 31 | 38 | 17 | 26 | 11 | 9 | 2 | 3 |
| | Private not-for-profit liberal arts | 63 | 26 | 37 | 17 | 20 | 13 | 27 | 15 | 4 | 2 |
| | Public 2-year | 54 | 25 | 37 | 18 | 18 | 13 | 19 | 8 | 3 | 2 |
| | Other[3] | 56 | 26 | 57 | 11 | 33 | 7 | 34 | 8 | # | # |

# Estimate too small to report. There may be cases in the population.

Dept. = Departmental policy.

Inst. = Institutional policy.

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

# SECTION 4—FACULTY TRANSITIONS

Degree-granting postsecondary institutions must regulate the size of their faculty to ensure that the instructional staff meets their needs without over burdening their resources. This section reports changes in the size of faculty and how institutions manage the size of their faculty.

## CHANGES IN FULL-TIME FACULTY: 1993 TO 1998

About two-fifths (44 percent) of all institutions experienced no overall growth or decline in the size of their full-time faculty between 1993 and 1998 (table 4.1).[19] Another two-fifths (44 percent) of all institutions experienced an increase in their full-time faculty. In institutions that experienced growth, the increase averaged 20 percent. The remaining 12 percent of institutions averaged a 9 percent decrease in the size of their full-time faculty over this same time period.

About one-half of all private research institutions (56 percent) and private liberal arts institutions (52 percent) grew in the five-year period. Public research institutions experienced little faculty growth overall. Thirty percent of these institutions averaged an increase of 6 percent and 30 percent of the institutions averaged a decrease of 6 percent.[20]

### *New Full-Time Hires*

In the fall of 1998, 8 percent of all full-time faculty were hired from outside the institution (table 4.2). The percentages across different types of colleges and universities ranged from 6 percent in public 2-year institutions to 10 percent in private research institutions.

Twelve percent of all new full-time faculty, both those newly hired and those who were previously part-time, were previously employed in part-time positions at the institution. Two-year public institutions were particularly likely to hire part-time faculty into full-time positions. Approximately one-quarter (23 percent) of all new full-time hires at public 2-year institutions previously worked as part-time faculty. This rate was higher than all other institution types except "other" institutions.

### *Faculty Leaving Institutions*

Less than one-tenth of full-time faculty (7.7 percent) left their institution during the reported time period (table 4.3).[21] Across institution types, the rate of departures ranged from 6.1 percent in public 2-year institutions to 8.5 percent in public comprehensive institutions.

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[19] Respondents were asked to report changes in the number of faculty "during the past five years." This range of years has been converted to represent the years 1993 to 1998.

[20] Because institutions vary considerably in size and because respondents were asked to approximate the percentage by which their faculties increased or decreased, it is not possible to provide an accurate representation of the actual increases or decreases in faculty size from questions on the institution survey.

[21] Respondents provided the total number of faculty as of November 1, 1997 and the number of faculty departures between November 1, 1997 and November 1, 1998.

Of the faculty who left, 29 percent retired. However, the proportion of departures due to retirements ranged across the institution types (table 4.3 and figure 4.1). Half of the faculty departures in public 2-year institutions were attributed to retirement (50 percent), a rate higher than any other type of institution. Also, public research institutions had a higher proportion of retirements than private research institutions (21 and 12 percent, respectively).

## Faculty Reduction Actions

Between 1993 and 1998, about two-fifths of all institutions (40 percent) took actions aimed at reducing the size of the full-time faculty (table 4.4). Twenty-two percent of these institutions worked towards this goal by replacing full-time faculty with part-time faculty. Other actions used to decrease the number of full-time faculty included increasing the faculty course load,[22] increasing class size, reducing program offerings, and substituting on-campus courses taught by full-time faculty with remote site (e.g., video, audio, internet) courses.

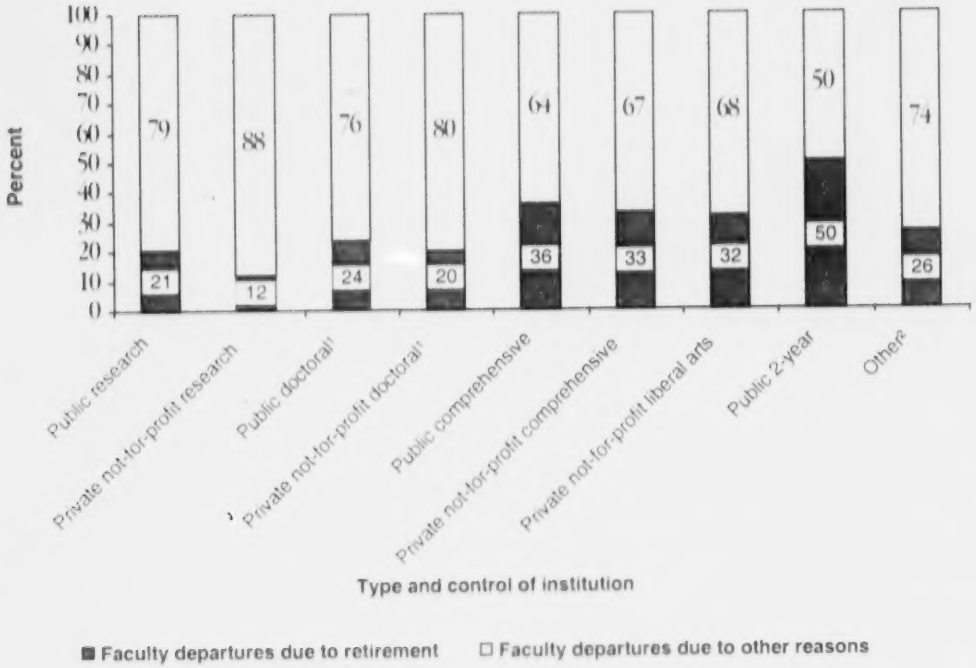
There was a large degree of variability across institutional types in the extent to which they used different actions to reduce the size of their full-time faculty (figure 4.2). As noted earlier in this section, public research institutions experienced very little change in the size of their faculty between 1993 and 1998 (table 4.1). The stability in the size of the full-time faculty may be due in part to the policies enacted by these institutions to reduce their need for full-time faculty. Compared to private research institutions, public research institutions were more likely to replace full-time faculty with part-time faculty (23 and 6 percent for public and private research institutions, respectively), increase faculty course load (14 and 0 percent), increase class size (19 and 6 percent), reduce the number of courses offered (17 and 6 percent), and substitute on-campus courses with remote-site courses (9 and 0 percent) (table 4.4).[23]

About one-half (52 percent) of all private liberal arts institutions experienced growth in the size of their full-time faculty with an average increase of 34 percent (table 4.1). However, many private liberal arts institutions were enacting policies to control some of that growth. About one-half (44 percent) of all private liberal arts colleges instituted at least one policy aimed at reducing the number of full-time faculty on staff (table 4.4). Private liberal arts colleges replaced full-time faculty with part-time faculty (29 percent), increased class size (19 percent), and reduced the number of courses or program offerings (23 percent).

[22] Institutions increased faculty course load rather than replace full-time faculty and instructional staff who left.

[23] Even though the estimates indicate that zero percent of private research institutions increased faculty course load and substituted on campus,with remote site courses, the estimates in this report are derived from a sample and are subject to sampling error and nonresponse. See the Technical Notes for a discussion of the accuracy of estimates.

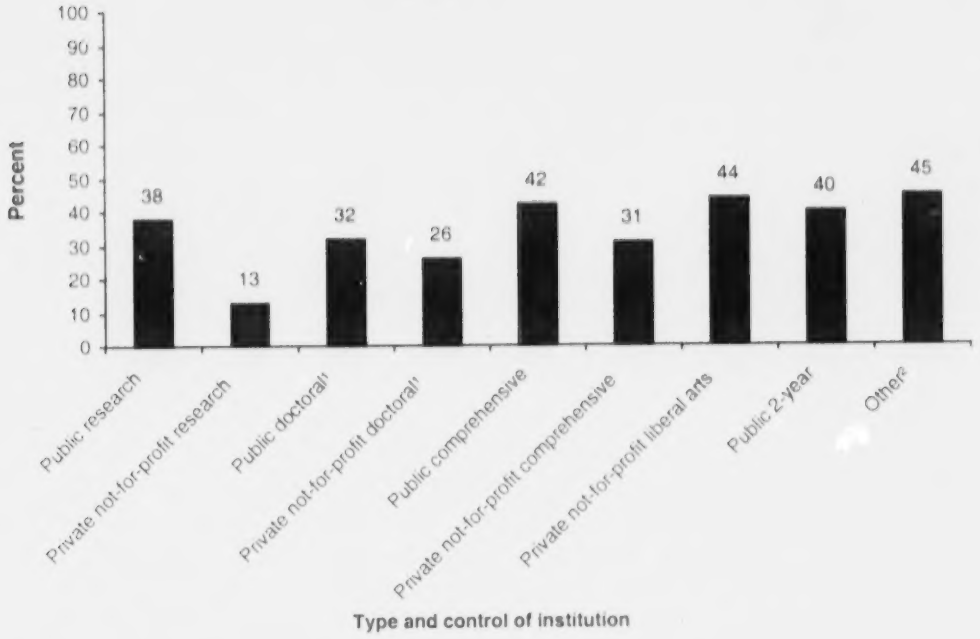
**Figure 4.1—Percentage of all full-time faculty departures due to retirement and other reasons between fall 1997 and fall 1998, by type and control of institution: Fall 1998**




[1]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[2]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

**Figure 4.2—Percentage of institutions that took at least one action to reduce faculty size, by type and control of institution: Fall 1998**




[1]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[2]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 4.1—Percentage change between fall 1993 and fall 1998 in the number of full-time faculty, and if change occurred, the average percentage increase or decrease, by type and control of institution: Fall 1998

| Type and control of institution | Percent of institutions where the faculty size remained about the same | Institutions reporting a change in the number of full-time faculty | | | |
|---|---|---|---|---|---|
| | | Percent of institutions reporting an increase | Average percent increase | Percent of institutions reporting a decrease | Average percent decrease |
| All institutions[1] | 44 | 44 | 20 | 12 | 9 |
| Public research | 41 | 30 | 6 | 30 | 6 |
| Private not-for-profit research | 34 | 56 | 9 | 9 | 6 |
| Public doctoral[2] | 45 | 43 | 26 | 12 | 4 |
| Private not-for-profit doctoral[2] | 32 | 42 | 13 | 26 | 8 |
| Public comprehensive | 37 | 46 | 10 | 17 | 10 |
| Private not-for-profit comprehensive | 41 | 46 | 10 | 12 | 9 |
| Private not-for-profit liberal arts | 35 | 52 | 34 | 13 | 11 |
| Public 2-year | 52 | 38 | 20 | 10 | 11 |
| Other[3] | 46 | 46 | 17 | 9 | 6 |

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 4.2—Percentage of full-time faculty newly hired and percentage of new full-time faculty who were part-time faculty in November 1997, by type and control of institution: Fall 1998

| Type and control of institution | Full-time faculty hired within the past year from outside the institution | New full-time faculty who were previously part-time faculty[1] |
|---|---|---|
| All institutions[2] | 8 | 12 |
| Public research | 8 | 10 |
| Private not-for-profit research | 10 | 8 |
| Public doctoral[3] | 9 | 6 |
| Private not-for-profit doctoral[3] | 8 | 5 |
| Public comprehensive | 9 | 10 |
| Private not-for-profit comprehensive | 8 | 6 |
| Private not-for-profit liberal arts | 8 | 13 |
| Public 2-year | 6 | 23 |
| Other[4] | 9 | 17 |

[1]Total new full-time faculty includes both faculty who were previously part-time and faculty new to the institution.

[2]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[3]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[4]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 4.3—Percentage of full-time faculty leaving institutions due to retirement between fall 1997 and fall 1998, by type and control of institution: Fall 1998

| Type and control of institution | Full-time faculty who left | Percent of those leaving who retired |
|---|---|---|
| All institutions[1] | 7.7 | 29 |
| Public research | 8.4 | 21 |
| Private not-for-profit research | 8.4 | 12 |
| Public doctoral[2] | 8.4 | 24 |
| Private not-for-profit doctoral[2] | 8.0 | 20 |
| Public comprehensive | 8.5 | 36 |
| Private not-for-profit comprehensive | 6.7 | 33 |
| Private not-for-profit liberal arts | 7.0 | 32 |
| Public 2-year | 6.1 | 50 |
| Other[3] | 7.3 | 26 |

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 4.4—Percentage of institutions that took action to decrease the number of full-time faculty during the past five years, by type of action and by type and control of institution: Fall 1998

| Type and control of institution | At least one faculty-reduction action | Actions | | | | |
|---|---|---|---|---|---|---|
| | | Replaced full-time with part-time faculty[1] | Increased faculty course load[2] | Increased class sizes | Reduced program offerings[3] | Substituted on-campus with remote site courses[4] |
| All institutions[5] | 40 | 22 | 8 | 17 | 16 | 11 |
| Public research | 38 | 23 | 14 | 19 | 17 | 9 |
| Private not-for-profit research | 13 | 6 | # | 6 | 6 | # |
| Public doctoral[6] | 32 | 13 | 13 | 18 | 11 | 11 |
| Private not-for-profit doctoral[6] | 26 | 10 | 10 | 14 | 10 | # |
| Public comprehensive | 42 | 23 | 13 | 24 | 21 | 13 |
| Private not-for-profit comprehensive | 31 | 9 | 1 | 14 | 14 | 11 |
| Private not-for-profit liberal arts | 44 | 29 | 8 | 19 | 23 | 10 |
| Public 2-year | 40 | 19 | 6 | 14 | 14 | 16 |
| Other[7] | 45 | 28 | 10 | 20 | 11 | 5 |

# Estimate too small to report. There may be cases in the population.

[1]Replaced full-time faculty and instructional staff with part-time faculty and instructional staff.

[2]Increased faculty course load rather than replace full-time faculty and instructional staff who left.

[3]Reduced the number of courses or program offerings.

[4]Substituted on-campus courses taught by full-time faculty and instructional staff with remote site (e.g., video, audio, internet) courses.

[5]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[6]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[7]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff. Institutions may have taken more than one action. Respondents were asked to report changes in the number of faculty "during the past five years." This range of years has been converted to represent the years 1993 to 1998.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

# SECTION 5—THE TENURE SYSTEM

Tenure[24] is an important feature of academe that differentiates many degree-granting postsecondary institutions from other organizations. Although the merits of tenure systems have always been debated, approximately two-thirds of all institutions (66 percent) had tenure systems in the fall of 1998 (table 5.1). This section explores the prevalence of tenure systems in degree-granting postsecondary institutions, the movement of faculty at various levels within the tenure system, and institutional policies related to tenure.

## TENURE SYSTEMS AND FACULTY TENURE

About two-thirds (66 percent) of all institutions had tenure systems and 88 percent of all full-time faculty worked at these institutions (table 5.1). The presence of tenure systems in postsecondary institutions in the fall of 1998 varied by the type and the control of the institution (figure 5.1). Approximately 100 percent of public research, private research, and public doctoral institutions had tenure systems in place.[25] The vast majority of public comprehensive and private doctoral institutions also reported tenure systems (99 and 92 percent, respectively). On the other hand, private comprehensive (58 percent), private liberal arts (66 percent), and public 2-year (61 percent) institutions were less likely to have tenure systems.

Overall, approximately one-half (48 percent) of full-time faculty had tenure (table 5.1).[26] Another 19 percent of full-time faculty were in tenure-track[27] positions but had not received tenure, and 20 percent were not in tenure-track positions (figure 5.2). In addition, about 12 percent of all full-time faculty worked at institutions with no tenure system. Public research and comprehensive institutions had a higher proportion of tenured faculty (55 and 59 percent for public research and comprehensive institutions, respectively) than private institutions of the same type (44 and 45 percent for private research and comprehensive institutions, respectively).

## TENURE STATUS OF FACULTY WHO LEAVE

Less than one-third (29 percent) of full-time faculty who left their positions did so in order to retire. Of the faculty who retired between fall 1997 and fall 1998, most were tenured (64 percent) (table 5.2). The proportion of faculty who retired and were tenured varied somewhat by the type and control of the institution. The percentage who were tenured ranged from 42 percent in private liberal arts institutions to 80 percent in public comprehensive institutions.

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[24] "Tenure" refers to the status of a personnel position or a person occupying a position or occupation with respect to the permanence of the position.

[25] Even though the estimates indicate that 100 percent of public research, private research, and public doctoral institutions had tenure systems for their full-time faculty and instructional staff, the estimates in this report are derived from a sample and are subject to sampling error and nonresponse. See the Technical Notes for a discussion of the accuracy of the estimates.

[26] It is possible that some of these individuals were employed at an institution that did not currently have a tenure system. Some institutions that had no tenure system reported employing tenured faculty.

[27] Tenure-track positions lead to the consideration for tenure.

Full-time faculty who left for reasons other than retirement were usually not tenured; 50 percent were nontenured and not on tenure track and another 29 percent were nontenured, tenure track (table 5.2). The proportion of faculty departures from nontenured, tenure-track positions ranged from 17 percent in public 2-year institutions to 65 percent in public research institutions.

### Tenure Status of New Hires

Although most retired faculty left tenured positions, a large majority of new, full-time hires were nontenured (94 percent) (table 5.3). New faculty frequently occupied nontenured, not on tenure-track positions (45 percent) (figure 5.3). However, private liberal arts institutions and public 2-year institutions were more likely to hire new faculty into tenure-track positions (58 percent and 43 percent for private liberal arts and 2-year institutions, respectively) than into nontenured, not on tenure-track positions (23 percent and 14 percent for private liberal arts and 2-year institutions, respectively) (table 5.3).

Fifty-two percent of the departing faculty left tenured or tenure-track positions (table 5.3). Forty-five percent of the faculty hired to replace departing faculty were placed in tenured or tenure-track positions. Institutions hired a higher percentage of faculty into nontenured, not on tenure-track positions (45 percent) than the percentage left vacant by departing faculty (38 percent).

### Granting of Tenure

At some point, faculty in tenure-track positions come up for review to receive tenure. In the 1997-98 academic year, 16 percent of all nontenured, tenure-track faculty came up for tenure review (table 5.4). In public 2-year institutions, the proportion of tenure-track faculty considered for tenure was 27 percent. In comparison, private research institutions considered 9 percent of their tenure-track faculty for tenure. Of those considered for tenure in the fall of 1998, 81 percent received tenure. The percentage of reviewed faculty who received tenure ranged from 65 percent at private comprehensive institutions to 90 percent at public research institutions.

### Time Limits on Tenure Track

Although most institutions limited the amount of time that a faculty member can remain on tenure track without receiving tenure (89 percent), the time limits varied (table 5.5). The most common maximums were six years (34 percent) and seven years (28 percent).

Public 2-year institutions represented an exception to the general pattern in time limits. These institutions were by far the most likely type of institution to have time limits of less than five years (46 percent). In addition, only 1 percent of these institutions allowed faculty members to spend more than seven years in tenure-track positions.

## Institutions That Have Taken Specified Actions Related to Tenure

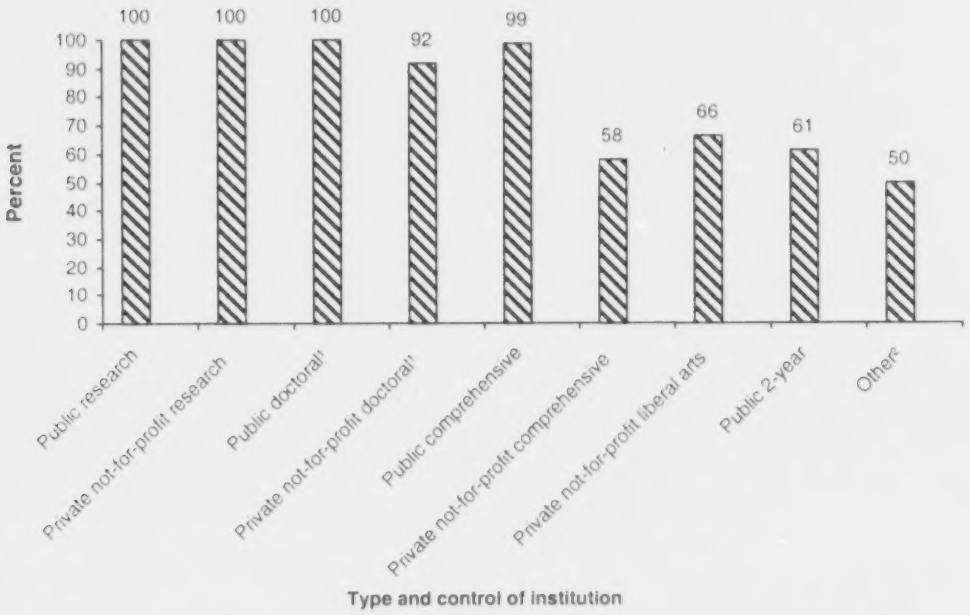
Institutions with tenure systems continued to redefine their tenure policies. Approximately two-thirds of all institutions (63 percent) took at least one action affecting tenure policy between 1993 and 1998 (table 5.6).[28] About 81 percent of public research institutions took at least one action. Most frequently, institutions offered early or phased retirement to tenured faculty (48 percent) (figure 5.4).

Other policies affecting tenure included offering fixed-term contracts rather than tenure to full-time faculty (16 percent), changing the policies for granting tenure (12 percent), making the standards for granting tenure more stringent (11 percent), and down-sizing tenured faculty (8 percent).[29] In addition, some institutions developed other policies not listed on the survey to affect change (7 percent).

[28] Respondents were asked to report changes in the number of faculty "during the past five years." This range of years has been converted to represent the years 1993 to 1998.

[29] Institutions that have downsized may have laid off faculty, replaced departing tenured faculty with nontenure track faculty, or not hired to replace departing faculty.

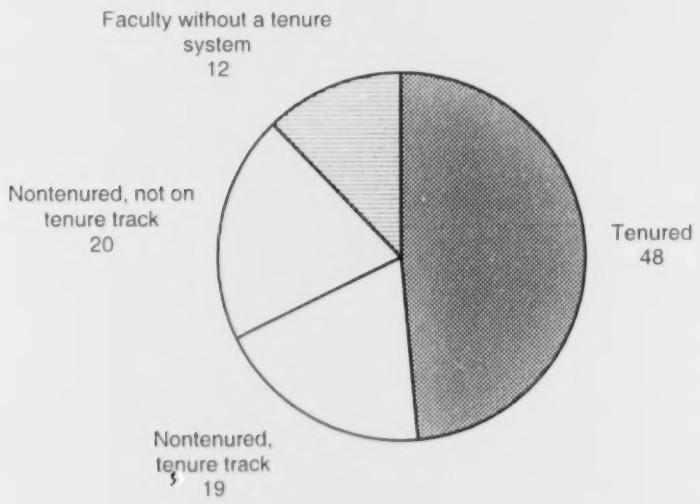
**Figure 5.1—Percentage of institutions with tenure systems for full-time faculty, by type and control of institution: Fall 1998**




[1]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[2]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

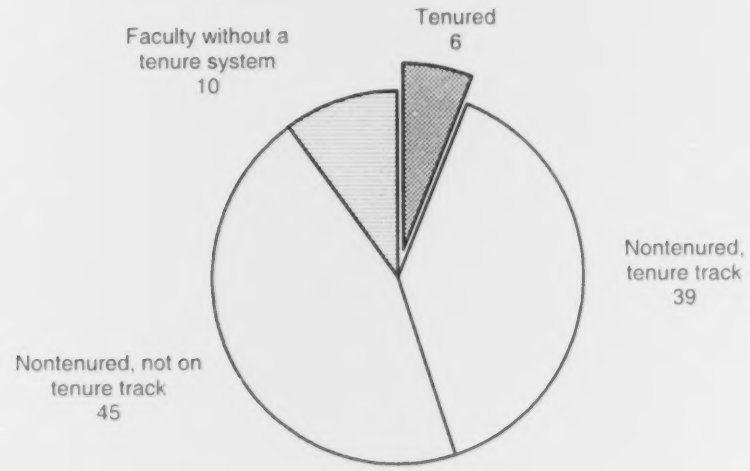
NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

**Figure 5.2—Percentage distribution of full-time faculty, by tenure status: Fall 1998**



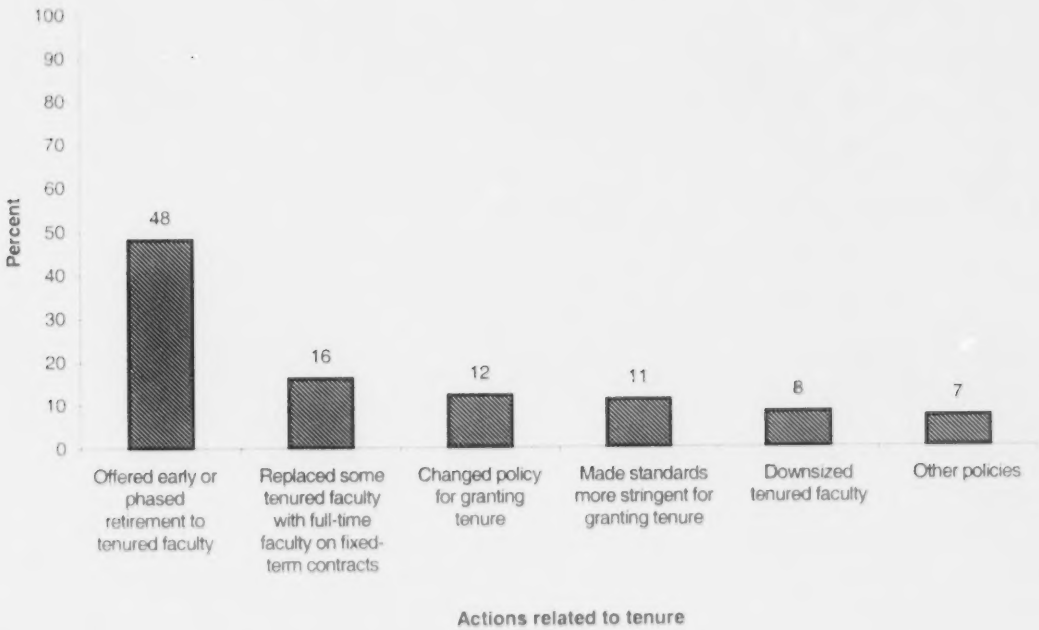

NOTE: Percentages may not total to 100 due to rounding. Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

**Figure 5.3—Percentage distribution of newly hired full-time faculty, by tenure status: Fall 1998**




NOTE: Percentages may not total to 100 due to rounding. Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

**Figure 5.4—Percentage of all institutions that took specific actions related to tenure during the past five years: Fall 1998**




NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 5.1—Percentage distribution of full-time faculty, by tenure status and by type and control of institution: Fall 1998

| Type and control of institution | Institutions with tenure systems | Tenure status | | | |
|---|---|---|---|---|---|
| | | Tenured | Nontenured, tenure track | Nontenured, not on tenure track | Without a tenure system |
| All institutions[1] | 66 | 48 | 19 | 20 | 12 |
| Public research | 100 | 55 | 15 | 29 | # |
| Private not-for-profit research | 100 | 44 | 22 | 34 | # |
| Public doctoral[2] | 100 | 47 | 21 | 32 | # |
| Private not-for-profit doctoral[2] | 92 | 52 | 24 | 21 | 3 |
| Public comprehensive | 99 | 59 | 23 | 18 | # |
| Private not-for-profit comprehensive | 58 | 45 | 21 | 14 | 19 |
| Private not-for-profit liberal arts | 66 | 40 | 25 | 12 | 22 |
| Public 2-year | 61 | 43 | 12 | 6 | 39 |
| Other[3] | 50 | 37 | 20 | 14 | 29 |

#Estimate too small to report. There may be cases in the population.
[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 5.2—Percentage of full-time faculty who departed from their position between fall 1997 and fall 1998, by reason for leaving, tenure status, and type and control of institution: Fall 1998

| | Retirement | | | | | Other | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Percentage distribution of the tenure status of those who retired | | | | | Percentage distribution of the tenure status of those who left for other reasons | | | |
| | Percent of all full-time faculty who left | Tenured | Nontenured, tenure track | Nontenured, not on tenure track | Without a tenure system | Percent of all full-time faculty who left | Tenured | Nontenured, tenure track | Nontenured, not on tenure track | Without a tenure system |
| All institutions[1] | 29 | 64 | 10 | 11 | 15 | 71 | 14 | 29 | 50 | 7 |
| Public research | 21 | 69 | 8 | 23 | # | 79 | 13 | 21 | 65 | # |
| Private not-for-profit research | 12 | 72 | 13 | 15 | # | 88 | 11 | 29 | 60 | # |
| Public doctoral[2] | 24 | 60 | 20 | 21 | # | 76 | 12 | 30 | 58 | # |
| Private not-for-profit doctoral[2] | 20 | 74 | 11 | 14 | 1 | 80 | 14 | 32 | 51 | 4 |
| Public comprehensive | 36 | 80 | 10 | 9 | 1 | 64 | 15 | 37 | 48 | # |
| Private not-for-profit comprehensive | 33 | 67 | 6 | 5 | 23 | 67 | 20 | 39 | 35 | 8 |
| Private not-for-profit liberal arts | 32 | 42 | 21 | 6 | 32 | 68 | 10 | 42 | 33 | 15 |
| Public 2-year | 50 | 55 | 7 | 3 | 36 | 50 | 25 | 23 | 17 | 36 |
| Other[3] | 26 | 67 | 7 | 3 | 23 | 74 | 7 | 33 | 27 | 33 |

# Estimate too small to report. There may be cases in the population.

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Percentages may not total to 100 due to rounding. Faculty includes all faculty and instructional staff.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 5.3—Percentage distribution of departing and newly hired, full-time faculty, by tenure status and by type and control of institution: Fall 1998

| Type and control of institution | Departing faculty tenure status | | | | Newly hired faculty tenure status | | | |
|---|---|---|---|---|---|---|---|---|
| | Tenured | Nontenured, tenure track | Nontenured, not on tenure track | Without a tenure system | Tenured | Nontenured, tenure track | Nontenured, not on tenure track | Without a tenure system |
| All institutions[1] | 28 | 24 | 38 | 9 | 6 | 39 | 45 | 10 |
| Public research | 25 | 19 | 56 | # | 9 | 29 | 62 | # |
| Private not-for-profit research | 18 | 27 | 54 | # | 9 | 26 | 65 | # |
| Public doctoral[2] | 24 | 27 | 49 | # | 6 | 39 | 55 | # |
| Private not-for-profit doctoral[2] | 26 | 28 | 43 | 3 | 8 | 36 | 52 | 3 |
| Public comprehensive | 38 | 27 | 34 | # | 4 | 48 | 49 | # |
| Private not-for-profit comprehensive | 35 | 28 | 25 | 13 | 16 | 37 | 35 | 12 |
| Private not-for-profit liberal arts | 20 | 35 | 24 | 20 | 1 | 58 | 23 | 18 |
| Public 2-year | 40 | 15 | 10 | 36 | 3 | 43 | 14 | 40 |
| Other[3] | 22 | 26 | 21 | 31 | 2 | 42 | 29 | 28 |

# Estimate too small to report. There may be cases in the population.

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Percentages may not total to 100 due to rounding. Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 5.4—Percentage of nontenured, tenure-track full-time faculty considered for and granted tenure, by type and control of institution: 1997-98 academic year

| Type and control of institution | Full-time, nontenured, tenure-track faculty | |
|---|---|---|
| | Considered for tenure | Considered for and granted tenure |
| All institutions[1] | 16 | 81 |
| Public research | 16 | 90 |
| Private not-for-profit research | 9 | 77 |
| Public doctoral[2] | 15 | 83 |
| Private not-for-profit doctoral[2] | 13 | 79 |
| Public comprehensive | 17 | 85 |
| Private not-for-profit comprehensive | 16 | 65 |
| Private not-for-profit liberal arts | 13 | 74 |
| Public 2-year | 27 | 78 |
| Other[3] | 13 | 82 |

[1]All public and private, not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 5.5—Percentage of institutions that limit time on tenure track and percentage distribution of the maximum number of years on a tenure track without tenure, by type and control of institution: Fall 1998

| Type and control of institution | Institutions that limit time on tenure track | Institutions with limits of | | | | |
|---|---|---|---|---|---|---|
| | | Less than 5 years | 5 years | 6 years | 7 years | More than 7 years |
| All institutions[1] | 89 | 15 | 13 | 34 | 28 | 8 |
| Public research | 99 | # | 1 | 35 | 51 | 11 |
| Private not-for-profit research | 97 | # | 3 | 39 | 29 | 29 |
| Public doctoral[2] | 90 | 3 | 4 | 52 | 32 | 10 |
| Private not-for-profit doctoral[2] | 82 | 3 | 11 | 37 | 42 | 8 |
| Public comprehensive | 97 | 3 | 11 | 49 | 35 | 3 |
| Private not-for-profit comprehensive | 89 | # | 5 | 59 | 33 | 1 |
| Private not-for-profit liberal arts | 83 | 2 | 5 | 40 | 42 | 7 |
| Public 2-year | 88 | 46 | 19 | 14 | 14 | 1 |
| Other[3] | 88 | # | 25 | 32 | 20 | 23 |

#Estimate too small to report. There may be cases in the population.
[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 5.6—Percentage of institutions that took specific actions related to tenure during the past five years, by type and control of institution: Fall 1998

| Type and control of institution | Actions related to tenure[1] | | | | | | |
|---|---|---|---|---|---|---|---|
| | Took at least one action related to tenure | Offered early or phased retirement to tenured faculty | Replaced some tenured faculty with full-time faculty on fixed term contracts | Changed policy for granting tenure | Made standards more stringent for granting tenure | Downsized tenured faculty[2] | Other policies |
| All institutions[3] | 63 | 48 | 16 | 12 | 11 | 8 | 7 |
| Public research | 81 | 60 | 21 | 19 | 14 | 15 | 6 |
| Private not-for-profit research | 75 | 69 | 16 | 6 | 13 | 6 | 13 |
| Public doctoral[4] | 64 | 44 | 20 | 18 | 12 | 1 | 5 |
| Private not-for-profit doctoral[4] | 56 | 45 | 11 | 15 | 11 | 9 | 9 |
| Public comprehensive | 63 | 50 | 23 | 13 | 20 | 9 | 5 |
| Private not-for-profit comprehensive | 76 | 63 | 21 | 15 | 21 | 6 | 2 |
| Private not-for-profit liberal arts | 61 | 45 | 11 | 7 | 4 | 11 | 17 |
| Public 2-year | 69 | 54 | 16 | 12 | 12 | 8 | 3 |
| Other[5] | 44 | 24 | 12 | 13 | 5 | 6 | 6 |

[1]Institutions also reported if they discontinued the tenure system. Overall, 1.4 percent of institutions discontinued their tenure system during the past five years.

[2]Institutions that have downsized may have laid off faculty, replaced departing tenured faculty with nontenure track faculty, or not hired to replace departing faculty.

[3]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[4]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[5]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff. Respondents were asked to report changes in the number of faculty "during the past five years." This range of years is assumed to represent the years 1993 to 1998.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

# SECTION 6—FACULTY BENEFITS

Financial incentives and benefits are one way that institutions compete for faculty and increase their appeal as employers. These benefits can include everything from financial support for retirement plans to providing childcare. Benefits can also add a substantial portion to the total salary. Across all institutions, almost all contributed in some degree to benefits for full-time faculty (98 percent) and 53 percent contributed for part-time faculty (table 6.1). Of those institutions that contributed, the value of benefits added about one-quarter to the salaries of full-time faculty (26 percent) and about one-fifth to the salaries of part-time faculty (18 percent).[30]

## BENEFITS OFFERED TO FULL-TIME FACULTY

Postsecondary institutions offered a wide range of benefits to full-time faculty. These benefits and the degree to which institutions subsidize some of these benefits are described below.

### *Retirement Plans*

Retirement plans were available to full-time faculty at almost all degree-granting postsecondary institutions (99 percent) (table 6.2). Institutions most frequently offered TIAA/CREF[31] for full-time faculty retirement plans (72 percent) (figure 6.1). Although less common than TIAA/CREF, about one-half of all institutions offered other 403(b)[32] plans (54 percent). Institutions were least likely to utilize 401(k)[33] plans or "other" plans (19 and 29 percent for 401(k) and "other," respectively).[34]

Despite the relative popularity of TIAA/CREF, private research and doctoral institutions were more likely to offer TIAA/CREF (100 percent for both private research and doctoral institutions) than public research and doctoral institutions (83 percent and 88 percent for public research and doctoral institutions respectively) (table 6.2). While TIAA/CREF was less common at some types of public institutions compared to their private

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[30] The average percentage of income part-time faculty received in the form of benefits (18 percent) may mask some of the variability in institution policies. Some institutions may have reported the amount spent on benefits for part-time faculty as a percentage of the total amount paid to all part-time faculty. Other institutions may have reported the average percentage of the total salary contributed in benefits just for the part-time faculty receiving benefits.

[31] TIAA/CREF, Teachers Insurance and Annuity Association and College Retirement Equities Fund, offers a 403(b) retirement plan to nonprofit colleges and universities and nonprofit research organizations. There are other types of 403(b) plans as well that some colleges and universities offer. TIAA/CREF is a major provider of 403(b) plans to the education and research communities.

[32] 403(b) plans are established by some tax-exempt organizations for their employees. They are similar to 401(k) plans.

[33] 401(k) plans allow employees to make pre-tax contributions. Under some plans, employers may make additional contributions.

[34] "Other" institutions were not included in these comparisons because the category includes both public and private institutions.

counterparts, state retirement plans were more common at all types of public institutions than at private institutions.

The degree of institutional support varied by the type of retirement plan (table 6.3). Most frequently, TIAA/CREF plans were partially subsidized (44 percent). Institutions were also most likely to partially subsidize state retirement plans (32 percent). On the other hand, while many institutions offered other types of 403(b) plans, these were usually not subsidized (30 percent).

*Insurance Benefits*

Almost every institution (99 percent) made some type of medical insurance or care available to their full-time faculty (table 6.4) (figure 6.2). Most institutions also offered dental insurance or care (89 percent), disability insurance (90 percent), and life insurance (94 percent). Although less common than the benefits previously listed, about one-half of all institutions offered medical insurance to retirees (56 percent). Approximately one-third of all institutions (28 percent) offered cafeteria-style benefits.[35] This type of plan was the least common among institutions. Medical insurance for retirees was more likely to be provided in public research, doctoral, and comprehensive institutions (90, 82, and 87 percent, respectively) than in the corresponding private institutions (75, 64, and 44 percent for private research, doctoral, and comprehensive, respectively) (table 6.4). In addition, about three-quarters (76 percent) of all public 2-year institutions offered medical insurance for retirees.

In the arena of insurance, many institutions provided fully- and partially-subsidized benefits to full-time faculty (table 6.5). Institutions most frequently offered disability and life insurance with a full subsidy (49 percent and 57 percent, respectively) rather than a partial or no subsidy. However, institutions most frequently offered medical insurance or care and medical insurance for retirees with only a partial subsidy (60 and 30 percent, respectively). Finally, some institutions offered full-time faculty cafeteria-style benefits. These benefits usually were partially subsidized or unsubsidized (13 percent and 12 percent respectively).

*Family Benefits*

Some benefits packages included assistance for family expenses or obligations. About two thirds of all institutions offered tuition remission or grants to spouses and children (67 percent for both) of full-time faculty (table 6.6 and figure 6.3). When it came to aiding the education of faculty members' families, private institutions were more likely to offer tuition remission or grants to spouses and children of full-time faculty than public institutions (table 6.6). Over one-half of all institutions offered paid maternity leave (58 percent). Although less common than paid maternity leave, 39 percent of all institutions offered paid paternity leave. For families with children, child care subsidies were not likely to be offered and when they were, they tended to be unsubsidized (16 percent).

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[35] "Cafeteria-style" benefits plans allow faculty to choose among different benefits options according to institutional guidelines.

*Other Benefits*

In addition to retirement plans, insurance, and family benefits, most institutions offered several other incentives to full-time faculty (table 6.7). Approximately three-quarters of all institutions provided paid sabbatical leave (76 percent) (figure 6.4). Around one-half of all institutions offered wellness or health programs (57 percent), transportation or parking (56 percent), and employee assistance programs (54 percent). Few institutions (9 percent) provided housing, mortgage, or rent benefits.

## Benefits Offered to Part-Time Faculty

Degree-granting postsecondary institutions also offered a range of benefits to part-time faculty. In many cases, however, part-time faculty were less likely than full-time faculty to receive benefits and subsidies.

*Eligibility Requirements for Part-Time Faculty*

Almost one-fifth of all institutions (18 percent) made a retirement plan available to all part-time faculty (table 6.8). Most frequently, institutions made retirement plans available to some part-time faculty (32 percent). While many institutions provided retirement plans for part-time faculty, the majority required that these faculty meet eligibility criteria. Over two-thirds of those institutions providing retirement plans to part-time faculty utilized eligibility criteria (69 percent). The employment of eligibility criteria ranged by type and control of institutions from 56 percent in public 2-year institutions to 93 percent in public research and doctoral institutions.

Approximately one-half of the institutions with part-time faculty required that part-time faculty meet certain eligibility requirements to receive other benefits such as medical and dental insurance (45 percent) (table 6.8). The application of eligibility criteria for benefits ranged by type and control of institution from 35 percent in public 2-year institutions to 83 percent in public research institutions.

*Retirement Plans*

Part-time faculty were less likely to have access to retirement plans than full-time faculty (54 and 99 percent, respectively) (tables 6.9 and 6.2). Institutions' retirement offerings for part-time faculty ranged from 6 percent of all institutions offering 401(k) plans to 35 percent of all institutions offering TIAA/CREF plans (table 6.9 and figure 6.1). All of these plans were offered less frequently to part-time faculty than to full-time faculty.

Some types of private institutions were more likely to offer TIAA/CREF to their full-time faculty than similar types of public institutions (table 6.2). This difference was evident in the policies of research institutions for part-time faculty as well. Private research institutions were more likely to offer TIAA/CREF to part-time faculty (78 percent) than were public research institutions (59 percent) (table 6.9). Unlike the situation for full-time faculty, there was no difference in the proportion of public versus private doctoral institutions that offered TIAA/CREF retirement plans. Also, as was noted for full-time

faculty, public institutions were more likely to offer state retirement plans to part-time faculty than were private institutions.

Similar to the policies for full-time faculty (table 6.3), both TIAA/CREF and state plans were most frequently offered to their part-time faculty with a partial subsidy (19 and 20 percent, respectively) (table 6.10). Other types of 403(b) plans, if offered to part-time faculty, were usually provided without any subsidy (20 percent).

*Insurance Benefits*

Insurance benefits were offered less frequently to part-time faculty than to full-time faculty (table 6.11 and figure 6.2). For part-time faculty, the benefits offered ranged from 9 percent of all institutions providing cafeteria-style insurance to 36 percent of all institutions providing medical insurance or care.

As mentioned above, public research, doctoral, and comprehensive institutions were more likely to offer medical insurance to full-time faculty retirees than similar private institutions (table 6.4). This general pattern was even more pronounced in the policies for part-time faculty (table 6.11). Public research, doctoral, and comprehensive institutions were more likely to offer insurance options to part-time faculty than the corresponding private institutions. This difference was found for medical insurance or care, dental insurance or care, and medical insurance for retirees. In addition, public research and doctoral institutions were more likely to offer disability insurance and life insurance than the corresponding private institutions.

As was the case for full-time faculty benefits (table 6.5), institutions most frequently provided partial subsidies to part-time faculty for medical insurance or care (26 percent) and medical insurance for retirees (8 percent) rather than providing full or no subsidies (table 6.12). Institutions were more likely to offer full-time faculty fully-subsidized, rather than partially-subsidized, life and disability insurance (table 6.5). However, institutions were equally likely to offer fully-subsidized and partially-subsidized disability (9 percent and 10 percent for fully and partially subsidized, respectively) and life insurance (12 percent for both) to part-time faculty (table 6.12).

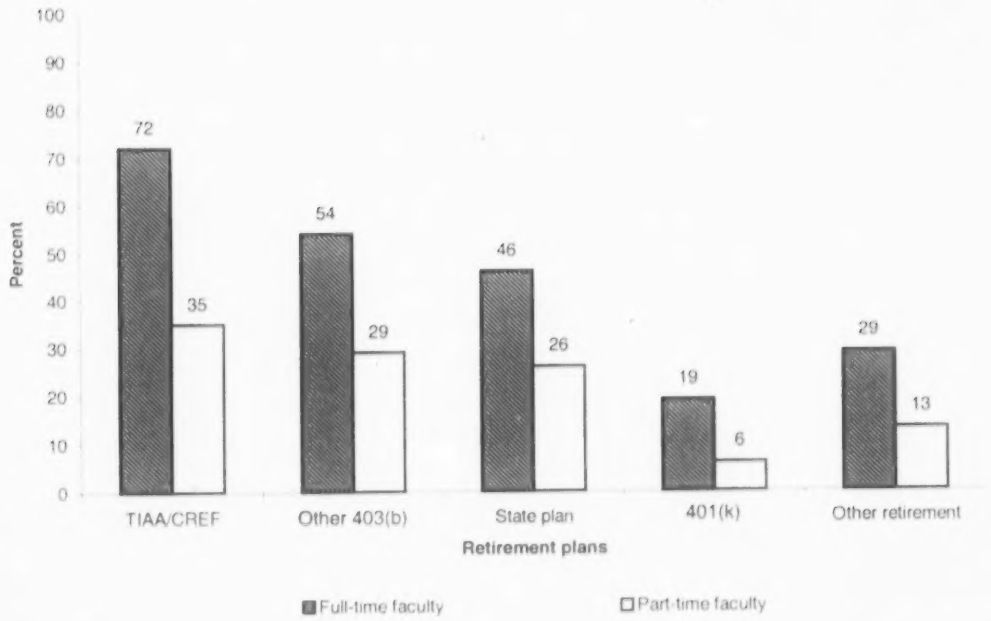
*Family Benefits*

Institutions were more likely to offer family benefits to full-time faculty than part-time faculty (with the exception of subsidized child care) (figure 6.3). One-fifth or less of all institutions offered each family benefit to part-time faculty (table 6.13). Approximately one-fifth of all institutions offered tuition remission or grants for spouses and children (18 and 17 percent for spouse and children, respectively) of faculty. In addition, paid maternity and paternity leave were available for part-time faculty at about one-tenth of all institutions (12 percent and 9 percent for maternity and paternity leave, respectively). Eight percent of all institutions made child care available to part-time faculty without any subsidy. Three percent of all institutions provided child care to part-time faculty with a partial subsidy.

*Other Benefits*

As has been the trend for most benefits, institutions more frequently offered other specified benefits to full-time faculty than to part-time faculty (figure 6.4). Overall, paid sabbatical leave was offered to part-time faculty at only 5 percent of all institutions and housing, mortgage, or rent was offered at about 1 percent of all institutions (table 6.14). Other more frequently offered benefits include wellness or health programs (36 percent), transportation or parking (33 percent), and employee assistance programs (25 percent).

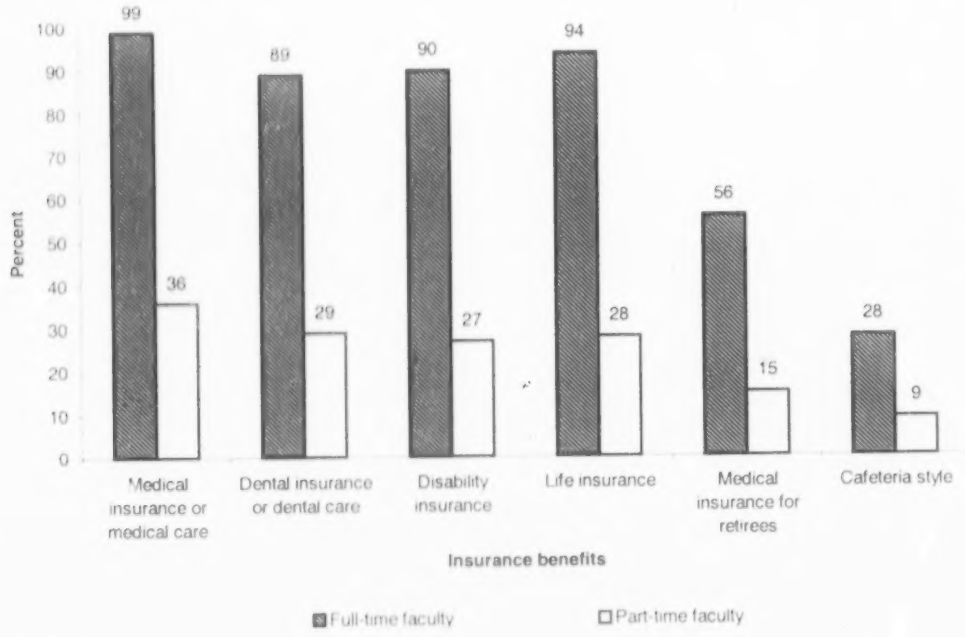
**Figure 6.1—Percentage of all institutions that offer specified retirement plans to faculty, by type of retirement plan and by employment status: Fall 1998**




NOTE: Faculty includes all faculty and instructional staff.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

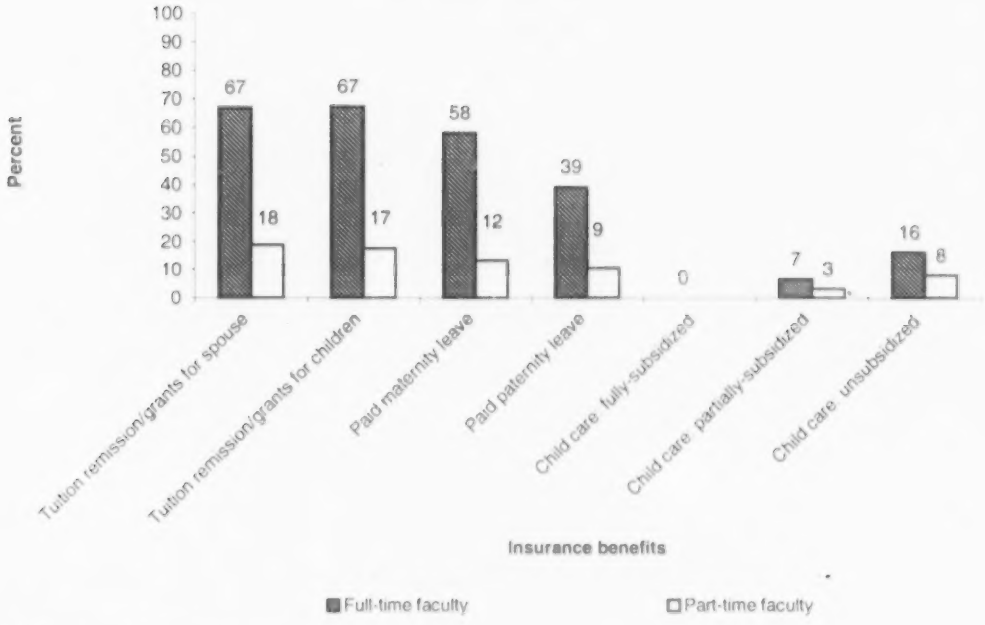
**Figure 6.2—Percentage of all institutions offering insurance benefits to faculty, by type of benefit and by employment status: Fall 1998**




NOTE: Faculty includes all faculty and instructional staff.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

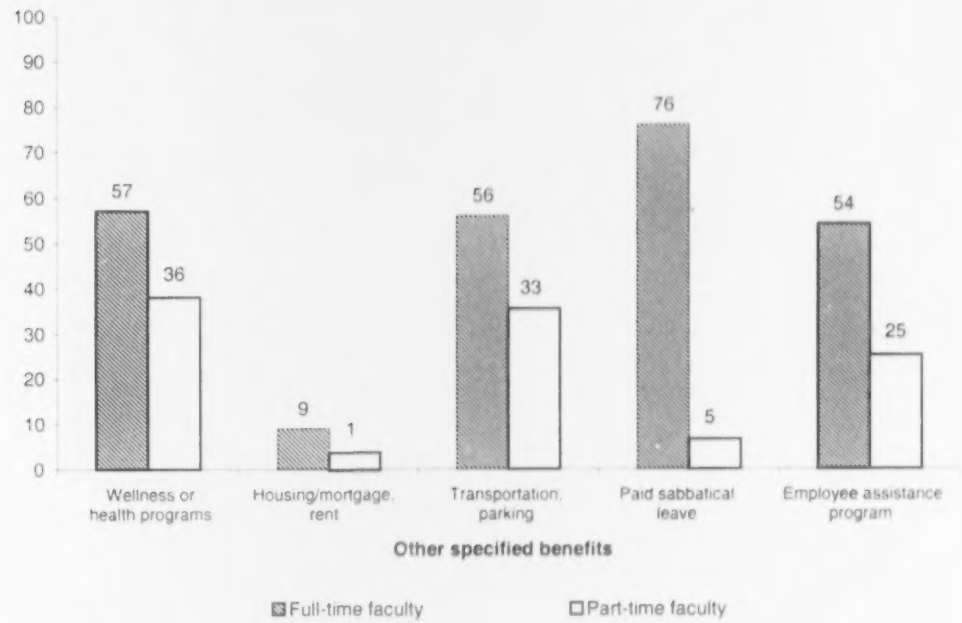
**Figure 6.3—Percentage of all institutions offering family benefits to faculty, by type of benefit and by employment status: Fall 1998**




NOTE: Faculty includes all faculty and instructional staff.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

**Figure 6.4—Percentage of all institutions offering other specified benefits, by type of benefit and by employment status: Fall 1998**




NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 6.1—Percentage of institutions that contribute to benefits and average percentage of salary contributed by institutions to the total benefits package, by employment status and by type and control of institution: Fall 1998

| Type and control of institution | Percent of institutions that contribute to benefits package | | Average percent of salary contributed to benefits package | |
|---|---|---|---|---|
| | Full-time faculty | Part-time faculty | Full-time faculty | Part-time faculty |
| All institutions[1] | 98 | 53 | 26 | 18 |
| Public research | 100 | 84 | 28 | 24 |
| Private not-for-profit research | 100 | 84 | 27 | 19 |
| Public doctoral[2] | 100 | 81 | 27 | 21 |
| Private not-for-profit doctoral[2] | 98 | 74 | 27 | 18 |
| Public comprehensive | 100 | 67 | 27 | 21 |
| Private not-for-profit comprehensive | 94 | 39 | 31 | 16 |
| Private not-for-profit liberal arts | 97 | 48 | 24 | 15 |
| Public 2-year | 96 | 48 | 27 | 18 |
| Other[3] | 100 | 55 | 24 | 19 |

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 6.2—Percentage of institutions offering retirement plans to full-time faculty, by type and control of institution: Fall 1998

| Type and control of institution | Institutions with any retirement plan | Retirement plans | | | | |
|---|---|---|---|---|---|---|
| | | TIAA/CREF | Other 403(b) | State plan | 401(k) | Other plans |
| All institutions[1] | 99 | 72 | 54 | 46 | 19 | 29 |
| Public research | 99 | 83 | 86 | 72 | 17 | 40 |
| Private not-for-profit research | 100 | 100 | 78 | # | 22 | 31 |
| Public doctoral[2] | 100 | 88 | 77 | 77 | 27 | 33 |
| Private not-for-profit doctoral[2] | 100 | 100 | 66 | 2 | 6 | 18 |
| Public comprehensive | 100 | 92 | 70 | 86 | 33 | 42 |
| Private not-for-profit comprehensive | 94 | 74 | 42 | 6 | 6 | 23 |
| Private not-for-profit liberal arts | 100 | 91 | 48 | 4 | 6 | 29 |
| Public 2-year | 100 | 56 | 54 | 92 | 25 | 20 |
| Other[3] | 100 | 60 | 48 | 15 | 22 | 37 |

# Estimate too small to report. There may be cases in the population.

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 6.3—Percentage of institutions offering retirement plans to full-time faculty, by level of subsidy and by type and control of institution: Fall 1998

| Type and control of institution | Retirement plans by level of subsidy | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TIAA/CREF | | | Other 403(b) | | | State plan | | | 401(k) | | | Other plans | | |
| | Full | Partial | None | Full | Partial | None | Full | Partial | None | Full | Partial | None | Full | Partial | None |
| All institutions[1] | 18 | 44 | 11 | 5 | 18 | 30 | 10 | 32 | 3 | 2 | 7 | 10 | 13 | 9 | 7 |
| Public research | 22 | 54 | 6 | 5 | 28 | 53 | 20 | 51 | 1 | 1 | 4 | 12 | 10 | 16 | 14 |
| Private not-for-profit research | 34 | 63 | 3 | 22 | 38 | 19 | # | # | # | # | 9 | 13 | 13 | 6 | 13 |
| Public doctoral[2] | 23 | 57 | 8 | 2 | 24 | 51 | 21 | 52 | 4 | 2 | 8 | 17 | 9 | 15 | 8 |
| Private not-for-profit doctoral[2] | 40 | 57 | 2 | 10 | 30 | 26 | # | 2 | # | # | 4 | 2 | 4 | 6 | 8 |
| Public comprehensive | 18 | 58 | 15 | 5 | 21 | 44 | 23 | 60 | 2 | 4 | 4 | 26 | 8 | 24 | 10 |
| Private not-for-profit comprehensive | 12 | 59 | 4 | 3 | 23 | 16 | # | 2 | 4 | # | 1 | 4 | 14 | 5 | 4 |
| Private not-for-profit liberal arts | 23 | 58 | 11 | 5 | 18 | 24 | # | # | 4 | # | 2 | 5 | 20 | 5 | 5 |
| Public 2-year | 11 | 31 | 15 | 2 | 13 | 39 | 20 | 67 | 4 | # | 9 | 16 | 3 | 7 | 10 |
| Other[3] | 15 | 34 | 10 | 8 | 20 | 19 | 2 | 11 | 2 | 7 | 12 | 3 | 23 | 8 | 5 |

#Estimate too small to report. There may be cases in the population.
[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 6.4—Percentage of institutions offering insurance benefits to full-time faculty, by type and control of institution: Fall 1998

| Type and control of institution | Insurance benefits | | | | | |
|---|---|---|---|---|---|---|
| | Medical insurance or medical care | Dental insurance or dental care | Disability insurance | Life insurance | Medical insurance for retirees | Cafeteria style |
| All institutions[1] | 99 | 89 | 90 | 94 | 56 | 28 |
| Public research | 100 | 98 | 98 | 99 | 90 | 21 |
| Private not-for-profit research | 100 | 97 | 100 | 100 | 75 | 34 |
| Public doctoral[2] | 96 | 96 | 96 | 95 | 82 | 24 |
| Private not-for-profit doctoral[2] | 100 | 96 | 100 | 98 | 64 | 24 |
| Public comprehensive | 100 | 96 | 91 | 97 | 87 | 38 |
| Private not-for-profit comprehensive | 91 | 78 | 90 | 92 | 44 | 27 |
| Private not-for-profit liberal arts | 100 | 76 | 87 | 93 | 44 | 17 |
| Public 2-year | 100 | 93 | 88 | 97 | 76 | 33 |
| Other[3] | 99 | 92 | 95 | 89 | 22 | 31 |

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 6.5—Percentage of institutions offering insurance benefits to full-time faculty, by level of subsidy and by type and control of institution: Fall 1998

| Type and control of institution | Insurance benefits by level of subsidy | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Medical insurance or medical care | | | Dental insurance or dental care | | | Disability insurance | | | Life insurance | | | Medical insurance for retirees | | | Cafeteria style | | |
| | Full | Partial | None | Full | Partial | None | Full | Partial | None | Full | Partial | None | Full | Partial | None | Full | Partial | None |
| All institutions[1] | 38 | 60 | # | 28 | 39 | 22 | 49 | 23 | 18 | 57 | 26 | 11 | 11 | 30 | 16 | 3 | 13 | 12 |
| Public research | 26 | 74 | # | 28 | 48 | 21 | 43 | 26 | 28 | 41 | 46 | 12 | 14 | 54 | 22 | 2 | 16 | 2 |
| Private not-for-profit research | 16 | 84 | # | 6 | 66 | 25 | 56 | 41 | 3 | 53 | 44 | 3 | 9 | 47 | 19 | # | 31 | 3 |
| Public doctoral[2] | 30 | 67 | # | 19 | 48 | 30 | 37 | 24 | 36 | 44 | 34 | 17 | 15 | 53 | 14 | 1 | 15 | 7 |
| Private not-for-profit doctoral[2] | 24 | 76 | # | 20 | 60 | 16 | 68 | 28 | 4 | 72 | 22 | 4 | 8 | 40 | 16 | # | 20 | 4 |
| Public comprehensive | 42 | 57 | 1 | 34 | 34 | 28 | 32 | 19 | 40 | 53 | 32 | 13 | 23 | 36 | 28 | 4 | 18 | 15 |
| Private not-for-profit comprehensive | 34 | 58 | # | 15 | 41 | 22 | 62 | 26 | 2 | 75 | 17 | # | 7 | 18 | 18 | # | 17 | 9 |
| Private not-for-profit liberal arts | 32 | 68 | # | 20 | 41 | 15 | 56 | 26 | 4 | 63 | 20 | 10 | 7 | 21 | 15 | 1 | 9 | 7 |
| Public 2-year | 51 | 49 | # | 36 | 35 | 22 | 39 | 21 | 28 | 53 | 26 | 17 | 19 | 40 | 18 | 5 | 12 | 15 |
| Other[3] | 31 | 68 | # | 28 | 39 | 25 | 58 | 24 | 13 | 55 | 29 | 6 | 1 | 16 | 5 | 2 | 13 | 16 |

#Estimate too small to report. There may be cases in the population.
[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 6.6—Percentage of institutions offering family benefits to full-time faculty, by type and control of institution: Fall 1998

| Type and control of institution | Family benefits | | | | | | |
|---|---|---|---|---|---|---|---|
| | | | | | Child care | | |
| | Tuition remission/ grants for spouse | Tuition remission/ grants for children | Paid maternity leave | Paid paternity leave | Fully subsidized | Partially subsidized | Un-subsidized |
| All institutions[1] | 67 | 67 | 58 | 39 | # | 7 | 16 |
| Public research | 37 | 43 | 70 | 52 | # | 9 | 37 |
| Private not-for-profit research | 81 | 97 | 78 | 53 | # | 25 | 31 |
| Public doctoral[2] | 45 | 47 | 60 | 46 | 1 | 8 | 30 |
| Private not-for-profit doctoral[2] | 75 | 88 | 70 | 24 | # | 10 | 18 |
| Public comprehensive | 54 | 51 | 65 | 48 | # | 4 | 26 |
| Private not-for-profit comprehensive | 90 | 88 | 51 | 37 | # | 11 | 7 |
| Private not-for-profit liberal arts | 88 | 90 | 60 | 31 | # | 9 | 10 |
| Public 2-year | 57 | 53 | 63 | 46 | # | 4 | 20 |
| Other[3] | 60 | 64 | 46 | 33 | # | 7 | 11 |

# Estimate too small to report. There may be cases in the population.

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 6.7—Percentage of institutions offering other specified benefits to full-time faculty, by type and control of institution: Fall 1998

| Type and control of institution | Other specified benefits | | | | |
|---|---|---|---|---|---|
| | Wellness or health programs | Housing/ mortgage, rent | Trans- portation, parking | Paid sabbatical leave | Employee assistance program |
| All institutions[1] | 57 | 9 | 56 | 76 | 54 |
| Public research | 81 | 15 | 51 | 91 | 86 |
| Private not-for-profit research | 75 | 28 | 63 | 97 | 84 |
| Public doctoral[2] | 59 | 1 | 44 | 90 | 86 |
| Private not-for-profit doctoral[2] | 66 | 10 | 48 | 88 | 60 |
| Public comprehensive | 71 | 1 | 44 | 89 | 70 |
| Private not-for-profit comprehensive | 33 | 7 | 59 | 83 | 45 |
| Private not-for-profit liberal arts | 55 | 24 | 61 | 84 | 49 |
| Public 2-year | 68 | 3 | 50 | 67 | 60 |
| Other[3] | 44 | 7 | 65 | 68 | 39 |

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 Nationa Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 6.8—Percentage of institutions with retirement plans for part-time faculty and percentage with criteria for retirement plans and benefits eligibility criteria for part-time faculty, by type and control of institution: Fall 1998

| Type and control of institution | Institutions with retirement plans available to part-time faculty | | | | Retirement plan eligibility criteria[1] | Benefits eligibility criteria[2] |
|---|---|---|---|---|---|---|
| | All | Most | Some | None | | |
| All institutions[3] | 18 | 5 | 32 | 45 | 69 | 45 |
| Public research | 21 | 12 | 49 | 17 | 93 | 83 |
| Private, not-for-profit research | 19 | 3 | 59 | 19 | 92 | 66 |
| Public doctoral[4] | 20 | 12 | 52 | 16 | 93 | 75 |
| Private not-for-profit doctoral[4] | 18 | 10 | 34 | 38 | 81 | 58 |
| Public comprehensive | 26 | 9 | 34 | 31 | 67 | 61 |
| Private not-for-profit comprehensive | 8 | 2 | 29 | 62 | 78 | 46 |
| Private not-for-profit liberal arts | 11 | 2 | 36 | 51 | 61 | 39 |
| Public 2-year | 26 | 4 | 25 | 45 | 56 | 35 |
| Other[5] | 15 | 6 | 30 | 49 | 82 | 46 |

[1]Includes only the institutions that offer retirement plans to part-time faculty and instructional staff.
[2]Institutional respondents were asked if their institution had any "criteria that must be met in order for part-time faculty or instructional staff to be eligible for any benefits."
[3]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[4]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[5]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 6.9—Percentage of institutions offering retirement plans to part-time faculty, by type and control of institution: Fall 1998

| Type and control of institution | Institutions offering retirement plans | Retirement plans | | | | |
|---|---|---|---|---|---|---|
| | | TIAA/ CREF | Other 403(b) | State plan | 401(k) | Other plans |
| All institutions[1] | 54 | 35 | 29 | 26 | 6 | 13 |
| Public research | 81 | 59 | 67 | 54 | 12 | 35 |
| Private not-for-profit research | 81 | 78 | 63 | # | 9 | 22 |
| Public doctoral[2] | 82 | 60 | 56 | 60 | 16 | 29 |
| Private not-for-profit doctoral[2] | 62 | 58 | 32 | 2 | 2 | 8 |
| Public comprehensive | 66 | 41 | 45 | 53 | 13 | 18 |
| Private not-for-profit comprehensive | 38 | 21 | 26 | 2 | # | 5 |
| Private not-for-profit liberal arts | 47 | 42 | 20 | # | # | 1 |
| Public 2-year | 55 | 25 | 25 | 47 | 8 | 13 |
| Other[3] | 51 | 34 | 26 | 11 | 8 | 20 |

# Estimate too small to report. There may be cases in the population.

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 6.10—Percentage of institutions offering retirement plans to part-time faculty, by level of subsidy and by type and control of institution: Fall 1998

| Type and control of institution | Retirement plans by level of subsidy | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TIAA/CREF | | | Other 403(b) | | | State plan | | | 401(k) | | | Other retirement | | |
| | Full | Partial | None | Full | Partial | None | Full | Partial | None | Full | Partial | None | Full | Partial | None |
| All institutions[1] | 4 | 19 | 12 | 1 | 7 | 20 | 3 | 20 | 3 | # | 2 | 4 | 4 | 5 | 4 |
| Public research | 14 | 37 | 9 | 2 | 17 | 47 | 11 | 40 | 4 | # | 4 | 9 | 6 | 17 | 11 |
| Private not-for-profit research | 28 | 38 | 13 | 13 | 25 | 25 | # | # | # | # | 3 | 6 | 13 | 3 | 6 |
| Public doctoral[2] | 9 | 37 | 13 | 2 | 16 | 38 | 11 | 44 | 5 | 2 | 4 | 10 | 4 | 14 | 11 |
| Private not-for-profit doctoral[2] | 21 | 22 | 16 | 6 | 4 | 22 | # | 2 | # | # | 2 | # | 2 | 4 | 2 |
| Public comprehensive | 4 | 24 | 13 | 2 | 9 | 34 | 9 | 39 | 5 | # | 2 | 11 | 3 | 7 | 8 |
| Private not-for-profit comprehensive | 2 | 14 | 6 | 1 | 15 | 10 | # | 2 | # | # | # | # | 2 | 1 | 2 |
| Private not-for-profit liberal arts | 6 | 20 | 16 | 2 | 2 | 15 | # | # | # | # | # | # | 1 | # | 1 |
| Public 2-year | 1 | 15 | 9 | # | 3 | 22 | 4 | 38 | 5 | # | 1 | 7 | 1 | 7 | 6 |
| Other[3] | 4 | 17 | 13 | 1 | 10 | 15 | 2 | 8 | 1 | 1 | 6 | 1 | 14 | 4 | 2 |

#Estimate too small to report. There may be cases in the population.
[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF-99).

Table 6.11—Percentage of institutions offering insurance benefits to part-time faculty, by type and control of institution: Fall 1998

| Type and control of institution | Insurance benefits | | | | | |
|---|---|---|---|---|---|---|
| | Medical insurance or medical care | Dental insurance or dental care | Disability insurance | Life insurance | Medical insurance for retirees | Cafeteria style |
| All institutions[1] | 36 | 29 | 27 | 28 | 15 | 9 |
| Public research | 80 | 70 | 64 | 67 | 57 | 16 |
| Private not-for-profit research | 56 | 44 | 41 | 47 | 28 | 13 |
| Public doctoral[2] | 68 | 66 | 57 | 62 | 47 | 16 |
| Private not-for-profit doctoral[2] | 56 | 40 | 24 | 40 | 10 | 8 |
| Public comprehensive | 50 | 46 | 44 | 42 | 40 | 15 |
| Private not-for-profit comprehensive | 25 | 20 | 22 | 23 | 9 | 7 |
| Private not-for-profit liberal arts | 28 | 19 | 19 | 21 | 8 | 6 |
| Public 2-year | 29 | 23 | 21 | 20 | 12 | 7 |
| Other[3] | 39 | 31 | 31 | 32 | 7 | 11 |

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table 6.12—Percentage of institutions offering insurance benefits to part-time faculty, by level of subsidy and by type and control of institution: Fall 1998

| Type and control of institution | Insurance benefits by level of subsidy | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Medical insurance or medical care | | | Dental insurance or dental care | | | Disability insurance | | | Life insurance | | | Medical insurance for retirees | | | Cafeteria style | | |
| | Full | Partial | None | Full | Partial | None | Full | Partial | None | Full | Partial | None | Full | Partial | None | Full | Partial | None |
| All institutions[1] | 6 | 26 | 4 | 5 | 15 | 9 | 9 | 10 | 8 | 12 | 12 | 4 | 1 | 8 | 5 | 1 | 5 | 3 |
| Public research | 11 | 65 | 4 | 15 | 38 | 17 | 17 | 27 | 20 | 19 | 42 | 6 | 6 | 36 | 15 | 4 | 11 | 1 |
| Private not-for-profit research | 6 | 47 | 3 | 3 | 28 | 13 | 19 | 16 | 6 | 19 | 22 | 6 | 3 | 19 | 6 | # | 9 | 3 |
| Public doctoral[2] | 15 | 50 | 2 | 9 | 39 | 18 | 15 | 18 | 24 | 23 | 24 | 16 | 8 | 30 | 8 | 1 | 8 | 6 |
| Private not-for-profit doctoral[2] | 8 | 38 | 10 | 6 | 28 | 6 | 12 | 6 | 6 | 18 | 12 | 10 | # | 8 | 2 | # | 6 | 2 |
| Public comprehensive | 8 | 36 | 6 | 8 | 22 | 17 | 9 | 11 | 24 | 13 | 18 | 11 | 6 | 25 | 9 | 2 | 7 | 6 |
| Private not-for-profit comprehensive | 4 | 20 | 1 | 1 | 13 | 6 | 10 | 11 | 1 | 16 | 5 | 1 | # | 1 | 8 | # | 4 | 3 |
| Private not-for-profit liberal arts | 7 | 20 | 1 | 5 | 13 | 1 | 8 | 7 | 5 | 11 | 7 | 2 | # | 6 | 2 | # | 2 | 3 |
| Public 2-year | 6 | 16 | 7 | 5 | 11 | 7 | 5 | 11 | 5 | 6 | 9 | 5 | # | 5 | 6 | 1 | 3 | 3 |
| Other[3] | 4 | 33 | 2 | 5 | 13 | 14 | 12 | 9 | 10 | 18 | 13 | # | 1 | 5 | 1 | # | 9 | 2 |

#Estimate too small to report. There may be cases in the population.
[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

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Table 6.13—Percentage of institutions offering family benefits to part-time faculty, by type and control of institution: Fall 1998

| Type and control of institution | Family benefits | | | | | | |
|---|---|---|---|---|---|---|---|
| | Tuition remission/ grants for spouse | Tuition remission/ grants for children | Paid maternity leave | Paid paternity leave | Child care | | |
| | | | | | Fully subsidized | Partially subsidized | Unsubsidized |
| All institutions[1] | 18 | 17 | 12 | 9 | # | 3 | 8 |
| Public research | 20 | 21 | 44 | 35 | # | 7 | 27 |
| Private not-for-profit research | 22 | 19 | 41 | 25 | # | 16 | 28 |
| Public doctoral[2] | 19 | 20 | 35 | 25 | # | 7 | 20 |
| Private not-for-profit doctoral[2] | 24 | 24 | 18 | 6 | # | 4 | 12 |
| Public comprehensive | 15 | 16 | 17 | 12 | # | 4 | 18 |
| Private not-for-profit comprehensive | 17 | 15 | 6 | 4 | # | # | 3 |
| Private not-for-profit liberal arts | 18 | 17 | 7 | 5 | # | 2 | 1 |
| Public 2-year | 14 | 10 | 9 | 8 | # | 2 | 11 |
| Other[3] | 24 | 26 | 13 | 10 | # | 3 | 4 |

# Estimate too small to report. There may be cases in the population.

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

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Table 6.14—Percentage of institutions offering specified benefits to part-time faculty, by type and control of institution: Fall 1998

| Type and control of institution | Specified benefits | | | | |
|---|---|---|---|---|---|
| | Wellness or health programs | Housing/ mortgage; rent | Trans- portation, parking | Paid sabbatical leave | Employee assistance program |
| All institutions[1] | 36 | 1 | 33 | 5 | 25 |
| Public research | 70 | 4 | 46 | 31 | 69 |
| Private not-for-profit research | 53 | 6 | 50 | 19 | 63 |
| Public doctoral[2] | 48 | # | 35 | 22 | 58 |
| Private not-for-profit doctoral[2] | 40 | # | 30 | 8 | 34 |
| Public comprehensive | 50 | # | 34 | 8 | 36 |
| Private not-for-profit comprehensive | 18 | # | 23 | 1 | 15 |
| Private not-for-profit liberal arts | 30 | 5 | 26 | 5 | 19 |
| Public 2-year | 39 | # | 27 | 1 | 17 |
| Other[3] | 31 | 1 | 49 | 7 | 28 |

# Estimate too small to report. There may be cases in the population.

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

# SECTION 7—SUMMARY

The higher education system in the United States includes a group of tremendously diverse institutions ranging from small liberal arts colleges with enrollments under 1,000 students to world-renowned research universities with enrollments exceeding 30,000 undergraduate and graduate students. While these institutions offer a wide range of educational programs and degrees, they all depend upon faculty to carry out their missions. As this report indicates, these colleges and universities utilize diverse policies and practices to support their particular staffing needs and goals.

This summary examines some of the faculty policies and practices that characterized different types of degree-granting postsecondary institutions in fall 1998.

## PUBLIC RESEARCH INSTITUTIONS

Public research institutions accounted for 3 percent of all institutions nationwide (table 2.1) and employed 18 percent of all higher education faculty and 24 percent of all full-time faculty. Following are selected faculty policies and practices that characterize public research institutions:

- Public research institutions were less likely than any other type of institution to use part-time faculty (21 percent) (table 2.2).
- These institutions, on average, relied on teaching assistants to cover a larger portion of undergraduate institutional duties than other types of institutions (14 percent) (table 3.1).
- Public research institutions were more likely than private research institutions to evaluate full-time faculty instruction using peer evaluations (86 and 56 percent, respectively) and self-evaluations (65 and 44 percent respectively) (table 3.4).
- Compared to private research institutions, public research institutions were more likely to implement policies to decrease the number of full-time faculty in the five years prior to 1998. They were more likely to have replaced full-time with part-time faculty (23 and 6 percent for public and private research institutions, respectively), to have increased course load (14 and 0 percent), to have increased class size (19 and 6 percent), to have reduced the number of courses taught by faculty (17 and 6 percent), and to have replaced on-site courses with remote courses (9 and 0 percent) (table 4.4).
- All public research institutions appear to have had tenure systems (table 5.1) and about 90 percent of those who came up for tenure during the 1997-98 academic year received tenure (table 5.4).

## PRIVATE RESEARCH INSTITUTIONS

Private research institutions made up 1 percent of all institutions nationwide (table 2.1). These institutions enrolled 4 percent of all students and employed 8 percent of all full-time faculty. Some faculty policies and practices that characterize these institutions are noted below:

- Private research institutions assigned, on average, approximately three-quarters (73 percent) of their undergraduate instructional credit hours to full-time faculty, 18 percent to part-time faculty, and 7 percent to teaching assistants (table 3.1).
- Private research institutions were more likely than public research institutions to evaluate full-time faculty instruction using dean evaluations (88 and 75 percent, respectively) (table 3.4).
- All of these institutions appear to have had tenure systems (table 5.1).
- Private research institutions had a lower proportion of tenured faculty than public research institutions (44 and 55 percent, respectively) (table 5.1).
- During the 1997-1998 academic year, 9 percent of all full-time, tenure-track faculty were considered for tenure (table 5.4). Of those considered, 77 percent were granted tenure.
- Private research institutions were more likely than public research institutions to offer TIAA/CREF to their full-time (100 and 83 percent for private and public institutions, respectively) (table 6.2) and some part-time faculty (78 and 59 percent for private and public institutions, respectively) (table 6.9).

### Public Doctoral Institutions

Although public doctoral institutions and public research institutions each constituted 3 percent of degree-granting postsecondary institutions, public doctoral institutions employed fewer faculty than public research institutions (8 and 18 percent of all faculty, respectively) (table 2.1). In addition, public doctoral institutions enrolled fewer students than public research institutions (7 and 16 percent, respectively). Following are some faculty policies and practices that describe these institutions:

- Public doctoral institutions assigned, on average, 6 percent of undergraduate instructional credit hours to teaching assistants (table 3.1).
- Public doctoral institutions were more likely than private doctoral institutions to evaluate full-time faculty instruction using peer evaluations (75 and 62 percent, respectively) and self-evaluations (65 and 54 percent, respectively) (table 3.4).
- Few public doctoral institutions reported a decrease in the number of faculty between 1993 and 1998 (12 percent) and the decrease averaged 4 percent (table 4.1).
- All of these institutions appear to have had tenure systems (table 5.1).
- Public doctoral institutions were more likely to offer insurance benefits to part-time faculty than private doctoral institutions (table 6.11).

### Private Doctoral Institutions

There are approximately the same number of private doctoral institutions as public doctoral institutions (2 and 3 percent of all institutions respectively). However, private doctoral institutions enrolled fewer students than public doctoral institutions (2 and 7 percent, respectively) (table 2.1). Selected faculty policies and practices that describe these institutions are noted below:

- Private doctoral institutions were more likely than public doctoral institutions to evaluate full-time faculty instruction using dean evaluations (84 and 75 percent, respectively) (table 3.4).
- Approximately one-quarter (26 percent) of all private doctoral institutions reported a decrease in the size of their full-time faculty between 1993 and 1998 (table 4.1). The decrease averaged 8 percent across institutions.
- Ninety-two percent of all private doctoral institutions had tenure systems (table 5.1).
- Private doctoral institutions were more likely than public doctoral institutions to offer TIAA/CREF to their full-time faculty (100 and 88 percent for private and public institutions, respectively) (table 6.2).

### Public Comprehensive Institutions

Public comprehensive institutions accounted for 8 percent of all institutions (table 2.1) and employed 12 percent of the nation's higher education faculty. Following are some faculty policies and practices that characterize these institutions.

- Public comprehensive institutions had the highest proportion of part-time faculty represented by a union (41 percent) (table 2.3).
- Full-time faculty taught, on average, about three-fourths (74 percent) of all undergraduate credit hours at public comprehensive institutions (table 3.1).
- Forty-two percent of all public comprehensive institutions enacted at least one policy to decrease the number of full-time faculty during the previous five-year period (table 4.4).
- Ninety-nine percent of all public comprehensive institutions had tenure systems (table 5.1).
- Public comprehensive institutions were more likely to offer insurance benefits to part-time faculty than were private comprehensive institutions (table 6.11).

### Private Comprehensive Institutions

Private comprehensive institutions were about as numerous as public comprehensive institutions (9 and 8 percent of all institutions respectively) (table 2.1). However, private comprehensive institutions employed 7 percent of all faculty and public comprehensive institutions employed 12 percent. While public comprehensive institutions hired primarily full-time faculty (64 percent), private comprehensive institutions hired one-half of their faculty for part-time positions (50 percent) (table 2.2). Selected faculty policies and practices of private comprehensive institutions follow:

- Unions represented faculty at 7 percent of all private comprehensive institutions (table 2.3).
- Fifty-eight percent of all private comprehensive institutions had tenure systems (table 5.1).

- Private comprehensive institutions had a lower proportion of tenured faculty than public comprehensive institutions (45 and 59 percent, respectively) (table 5.1).
- About two-thirds (65 percent) of faculty reviewed for tenure during the previous academic year received tenure (table 5.4).

### Private Liberal Arts Institutions

Private liberal arts institutions were relatively small. Although numerous (21 percent of all institutions), they employed 9 percent of all faculty and enrolled 7 percent of all students (table 2.1). Following are some selected faculty policies and practices of these institutions:

- Full-time faculty accounted for 63 percent of the instructional staff at private liberal arts institutions (table 2.2) and covered, on average, 79 percent of the undergraduate instructional credit hours (table 3.1).
- Fifty-two percent of all private liberal arts institutions experienced growth in the size of their faculty and this increase averaged 34 percent (table 4.1).
- Almost one-half (44 percent) of all private liberal arts institutions instituted at least one policy aimed at reducing the size of the full-time faculty (table 4.4).
- Sixty-six percent of all private liberal arts institutions had tenure systems (table 5.1).
- Private liberal arts institutions were more likely to hire faculty into tenure-track positions than nontenure-track positions (58 and 23 percent respectively) (table 5.3).

### Public 2-Year Institutions

About one-third (33 percent) of postsecondary institutions were public 2-year institutions (table 2.1). These institutions employed almost one-third of the nation's higher education faculty (29 percent) and about two-fifths (44 percent) of all part-time faculty. Following are selected faculty policies and practices that characterize these institutions:

- Sixty-one percent of all public 2-year institutions had tenure systems (table 5.1).
- Public 2-year institutions were more likely to hire faculty into tenure-track positions than nontenure-track positions (43 and 14 percent respectively) (table 5.3).
- Public 2-year institutions were the most likely to limit faculty time on tenure track to under five years (46 percent) (table 5.5).

### A Note on Full-Time versus Part-Time Faculty

Across degree-granting postsecondary institutions, part-time faculty accounted for 43 percent of all faculty (table 2.2) and taught, on average, 27 percent of the undergraduate instructional credit hours (table 3.1). Following are selected faculty policies and practices that differ between full-time and part-time faculty:

- Part-time faculty were less likely to have union representation than full-time faculty (20 and 26 percent, respectively) (table 2.3).
- Institutions were less likely to have any administrative policies for evaluating the teaching of part-time than full-time faculty (86 and 95 percent, respectively) (table 3.4).
- In efforts to reduce the size of their full-time faculty, 22 percent of all institutions replaced full-time faculty with part-time faculty (table 4.4).
- Part-time faculty had less access to retirement benefits than full-time faculty (54 and 99 percent, respectively) (tables 6.9 and 6.2).
- Institutions were less likely to offer insurance and family benefits to part-time faculty than full-time faculty (figures 6.2 and 6.3).

# APPENDIX A

# TECHNICAL NOTES

# TECHNICAL NOTES

## OVERVIEW

The 1999 National Study of Postsecondary Faculty (NSOPF:99) was sponsored by the U.S. Department of Education's National Center for Education Statistics (NCES) and conducted by The Gallup Organization under contract to NCES.

The first cycle of NSOPF was conducted in 1987-1988 (NSOPF:88) with a sample of 480 institutions (including 2-year, 4-year, doctorate-granting, and other colleges and universities), over 3,000 department chairpersons, and over 11,000 faculty. The second cycle of NSOPF, conducted in 1992-1993 (NSOPF:93) was limited to surveys of institutions and faculty, but with a substantially expanded sample of 974 public and private, not-for-profit degree-granting postsecondary institutions and 31,354 faculty. Additional information on the first two cycles of NSOPF is available at the following web site: http://nces.ed.gov/surveys/nsopf/. The third cycle of NSOPF, conducted in 1998-1999 (NSOPF:99), included 960 degree-granting postsecondary institutions and 28,704 faculty from those institutions. NSOPF:99 was designed to provide a national profile of faculty: their professional backgrounds, responsibilities, workloads, salaries, benefits and attitudes.

## INSTITUTION UNIVERSE

The institution universe for NSOPF:99 included:

- Title IV participating, degree-granting institutions;[36]
- public and private, not-for-profit institutions;
- institutions that offer two-year or four-year programs;
- institutions that confer Associate's, Bachelor's, or advanced degrees; and
- institutions that are located in the United States.

This definition covered most colleges (including junior colleges and community colleges), universities, graduate, and professional schools. It excluded for-profit institutions, those that offer only less than two-year programs, and those located outside the United States (for example, in U.S. territories). In addition, it excluded institutions that offer instruction only to employees of the institutions, tribal colleges, and institutions that offer only correspondence courses. A total of 3,396 institutions met these criteria and were eligible for the NSOPF:99 sample.

[36] The U.S. Department of Education is no longer distinguishing among institutions based on accreditation level. As a result, NCES now subdivides the postsecondary institution universe into schools that are eligible to receive Title IV federal financial assistance and those that are not. Lists of Title IV-participating postsecondary institutions are maintained by ED's Office of Postsecondary Education, through the Postsecondary Education Participation System (PEPS) file.

This report examines the distribution of faculty and instructional staff as reported by the institutional respondents in different types of colleges and universities as well as institutional policies and practices that affect them. For the purposes of this study, a modified Carnegie classification was used to distinguish among the various types of degree-granting postsecondary institutions in the country.[37] The following institutional categories were used in this report:

- **Public research:** Publicly controlled institutions among the leading universities in federal research funds. Each of these universities awards substantial numbers of doctorates across many fields.

- **Private research:** Privately controlled not-for-profit institutions among the leading universities in federal research funds. Each of these universities awards substantial numbers of doctorates across many fields.

- **Public doctoral:** Publicly controlled institutions that offer a full range of baccalaureate programs and doctoral degrees in at least three disciplines, but tend to be less focused on research and receive fewer federal research dollars than the research universities. In this report, this group also includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

- **Private doctoral:** Privately controlled not-for-profit institutions that offer a full range of baccalaureate programs and doctoral degrees in at least three disciplines, but tend to be less focused on research and receive fewer federal research dollars than the research universities. In this report, this group also includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

- **Public comprehensive:** Publicly controlled institutions that offer liberal arts and professional programs; a master's degree is the highest degree offered.

- **Private comprehensive:** Privately controlled not-for-profit institutions that offer liberal arts and professional programs; a master's degree is the highest degree offered.

- **Private liberal arts:** Privately controlled not-for-profit institutions that are smaller than comprehensive colleges and universities; primarily offer bachelor's degrees, although some offer master's degrees.[38]

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[37] See *A Classification of Institutions of Higher Education*, The Carnegie Foundation for the Advancement of Teaching (Princeton, New Jersey, 1994).

[38] The Carnegie Classification of Institutions of Higher Education, originally published in 1973, changed the title of the category, "liberal arts colleges" to "baccalaureate colleges" in 1994. This report, which uses a modified Carnegie Classification schema to categorize institutions, uses the label "private not-for-profit liberal arts colleges" to be consistent with earlier NCES reports.

- **Public 2-year:** Publicly controlled institutions that offer certificate or degree programs through the Associate degree level and offer no baccalaureate programs.

- **Other:** Public liberal arts, private 2-year,[39] and religious and other specialized institutions, except medical.

The NSOPF:99 institution survey gathered data on policies and practices affecting both full-time and part-time instructional faculty and staff. Institutions were given a glossary that provided guidelines for determining which faculty should be included as instructional faculty/staff. The following instructions were provided:

**Full-time and part-time faculty and instructional staff INCLUDE:**

- All part-time, full-time, temporary, permanent, adjunct, visiting, acting, postdoctoral appointees, tenured, tenure-track, non-tenure-track, undergraduate, graduate, professional school (e.g., medical, law, dentistry, etc.) faculty and instructional staff who were on the payroll of your institution as of November 1, 1998. Include faculty on paid and sabbatical leave.

- Any administrators, researchers, librarians, coaches, etc., who have faculty status at your institution—whether or not they have instructional responsibilities—and who were on the payroll as of November 1, 1998. Any administrators, researchers, librarians, coaches, etc., who do **not** have faculty status at your institution but have instructional responsibilities and were on the payroll of your institution as of November 1, 1998.

- All employees with **instructional responsibilities**—teaching one or more courses, or advising or supervising students' academic activities (e.g., serving on undergraduate or graduate thesis or dissertation committees, supervising and independent study course or one-on-one instruction, etc.)—during the 1998 Fall Term who were on the payroll of your institution as of November 1, 1998 and who may or may not have faculty status.

**Do NOT include**: Graduate or undergraduate teaching or research assistants, faculty and instructional personnel on leave without pay or teaching outside the U.S., military personnel who teach only ROTC courses, instructional personnel supplied by independent contractors, and voluntary medical staff.

[39] Public liberal arts and private 2-year institutions have been placed in the "other" category because there are relatively few of them in the country.

## SAMPLE DESIGN

A two-stage stratified, clustered probability design was used to select the NSOPF:99 sample. The first-stage sampling frame consisted of the 3,396 postsecondary institutions that provided formal instructional programs of at least two years' duration and that were public or private, not-for-profit institutions, drawn from the Integrated Postsecondary Education Data System (IPEDS),[40] a recurring set of surveys developed and maintained by NCES. While the IPEDS universe includes private institutions that are both for-profit and not-for-profit, the institutional universe for NSOPF:99 excluded the private, for-profit institutions.

The 3,396 institutions in the NSOPF:99 universe were stratified based on the highest degrees they offered and the amount of federal research dollars they received. These strata distinguished public and private institutions, as well as several types of institutions based on modification of the Carnegie classification system.[41]

## DATA COLLECTION PROCEDURES

Prior to collecting data from faculty, it was first necessary to obtain cooperation from the sampled institutions. Each institution was asked to provide annotated lists of all faculty and instructional staff at their institution as well as to complete an Institution Questionnaire.

### *List Collection*

Coordinators were asked to provide a list of full- and part-time faculty and instructional staff that would include all personnel who had faculty status or instructional responsibilities during the 1998 fall term (i.e., the term that included November 1, 1998). Institutions were given specific instructions for determining who should be included as faculty and instructional staff.

The list could be provided in any format; however, institutions were asked to provide an electronic/machine-readable list with an accompanying paper version, if possible.

### *Institution Questionnaire*

Institutions were also asked to complete a questionnaire that asked about their institutional policies regarding tenure, benefits, and other policies. Institutions were asked to complete the questionnaire at the same time as they generated the list of faculty and instructional staff. Institutions were given the choice of completing the questionnaire on paper or on the internet. Telephone prompting was conducted for nonrespondents and

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[40] For more information on IPEDS data used in this study, see *IPEDS Manual for Users* (Washington, D.C.: National Center for Education Statistics, 1991 [NCES 95-724]). This manual is also distributed with IPEDS data on CD-ROM.

[41] See *A Classification of Institutions of Higher Education*, The Carnegie Foundation for the Advancement of Teaching (Princeton, New Jersey, 1994).

a small number of questionnaires were completed over the telephone with a Gallup interviewer. Follow-up for nonrespondents was directed both to institutions returning a list and those who decided not to return a list.

### Response Rates

Of the 960 institutions in the total sample, 1 (0.1 percent) was found to be ineligible because it had merged with another institution. A total of 818 institutions agreed to participate by providing lists of faculty and instructional staff, for a list participation rate of 85.3 percent (88.4 percent, weighted).

A total of 865 institutions returned the institution questionnaire, for a response rate of 90.2 percent (92.8 percent, weighted).

### Sources of Error

The survey estimates provided in the NSOPF:99 analytical reports, published by NCES, are subject to two sources of error: sampling errors and nonsampling errors. Sampling errors occur because the estimates are based on a sample of individuals in the population rather than on the entire population. The standard error measures the variability of the sample estimator in repeated sampling, using the same sample design and sample size.

Standard errors for all estimates presented in this report's tables were computed using STATA.[42] STATA calculates variances with the Taylor-series approximation method. Standard errors for selected characteristics are presented in tables C.1–C.4 corresponding to estimates produced in tables 4.1, 4.2, 4.3, and 4.4 of the report. Standard errors for all other estimates presented in this report are available upon request.

Comparisons noted in this report are significant at the 0.05 level. The descriptive comparisons were tested in this report using Student's *t* statistic. Differences between estimates are tested against the probability of a Type I error, or significance level. The significance levels were determined by calculating the Student's *t* values for the differences between each pair of means or proportions and comparing these with published tables of significance levels for two-tailed hypothesis testing.

Student's *t* values may be computed to test the difference between estimates with the following formula:

$$t = \frac{E_1 - E_2}{\sqrt{se_1^2 + se_2^2}} \qquad (1)$$

where $E_1$ and $E_2$ are the estimates to be compared and $se_1$ and $se_2$ are their corresponding standard errors. This formula is valid only for independent estimates. When estimates are not independent a covariance term must be added to the formula. If the comparison

[42] StataCorp. *Stata Statistical Software: Release 6.0.* College Station, TX: Stata Corporation, 1999.

is between the mean of a subgroup and the mean of the total group, the following formula is used:

$$\frac{E_{sub} - E_{tot}}{\sqrt{se_{sub}^2 + se_{tot}^2 - 2p\, se_{sub}^2}} \quad (2)$$

where $p$ is the proportion of the total group contained in the subgroup.[43]

The general formula when two estimates are compared is:

$$\frac{E_1 - E_2}{\sqrt{se_1^2 + se_2^2 - 2(r)se_1\, se_2}} \quad (3)$$

where $r$ is the correlation between the two estimates.[44] In particular, this formula is used when the percentages add to 100 percent.

When multiple pairwise comparisons were made, the acceptable minimum significance level was decreased by means of the Bonferroni adjustment.[45] This adjustment takes into account the increased likelihood, when making multiple comparisons, of finding significant pairwise differences simply by chance. With this adjustment, the significance level being used for each comparison (0.05) is divided by the total number of comparisons being made.

Sample estimates also are subject to bias from nonsampling errors. It is more difficult to measure the magnitude of these errors. They can arise for a variety of reasons: nonresponse, undercoverage, differences in the respondent's interpretation of the meaning of questions, memory effects, misrecording of responses, incorrect editing, coding, and data entry, time effects, or errors in data processing. Whereas general sampling theory can be used, in part, to determine how to estimate the sampling variability of a statistic, nonsampling errors are not easy to measure. Measurement of nonsampling errors usually requires the incorporation of a methodological experiment into the survey or the use of external data to assess and verify survey results.

To minimize the potential for nonsampling errors, the faculty and institution questionnaires (as well as the sample design, data collection, and data processing procedures) were field-tested with a national probability sample of 162 postsecondary institutions and 512 faculty members in 1998. An extensive item nonresponse analysis of

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[43] U.S. Department of Education, National Center for Education Statistics, *A Note from the Chief Statistician*, No. 2, 1993.

[44] Ibid.

[45] For an explanation of the Bonferroni adjustment for multiple comparisons, see Miller, Rupert G., *Simultaneous Statistical Inference* (New York: McGraw Hill Co.), 1981 or Dunn, Olive Jean, "Multiple Comparisons Among Means," *Journal of the American Statistical Association 56 (293)*, (March, 1961), pp. 52–64.

the questionnaires was also conducted followed by additional evaluation of the instruments and survey procedures.[46] An item nonresponse analysis was also conducted for the full-scale surveys. See the *1999 National Study of Postsecondary Faculty: Methodology Report* [NCES 2002–154] for a detailed description of the item nonresponse analysis.

In addition, for the full-scale surveys, a computer-based editing system was used to check data for range errors, logical inconsistencies, and erroneous skip patterns. For erroneous skip patterns, values were logically assigned on the basis of the presence or absence of responses within the skip pattern whenever feasible, given the responses. Some small inconsistencies between different data elements remained in the data files. In these situations, it was impossible to resolve the ambiguity as reported by the respondent.

[46] A complete description of the field test design and results can be found in Abraham, Sameer Y., *et al.*, *1999 National Study of Postsecondary Faculty(NSOPF:99): Field Test Report*, Working Paper No. 2000-01 (Washington, DC: U.S. Department of Education, National Center for Education Statistics), January 2000.

# APPENDIX B

# GLOSSARY

# GLOSSARY

## VARIABLES USED IN THIS REPORT

Below are the variables used in this report. Listed for each variable is the name, the label and the questionnaire wording or brief description of how the variable was derived.

**A1A** Number FT faculty fall 98

As of November 1, 1998, how many of each of the following types of staff were employed by your institution. (Any full-time faculty plus any other full-time employees with instructional responsibilities)? Please report the total number of persons (i.e. headcount), rather than full-time equivalents (FTEs). [Full-time faculty and instructional staff]

**A1B** Number PT faculty fall 98

As of November 1, 1998, how many of each of the following types of staff were employed by your institution? Please report the total number of persons (i.e. headcount), rather than full-time equivalents (FTEs). [Part-time faculty and instructional staff]

**A2A** FT instr: Change over five years

During the past five years has the total number of full-time faculty and instructional staff at your institution increased, decreased, or remained about the same?

Increased
Decreased
Remained about the same

**A2B** FT instr: Percent increased

During the past five years has the total number of full-time faculty and instructional staff at your institution increased, decreased, or remained about the same? [Increased]

**A2C** FT instr: Percent decreased

During the past five years has the total number of full-time faculty and instructional staff at your institution increased, decreased, or remained about the same? [Decreased]

**A3A** FT instr: Replaced FT with PT

During the past five years, has your institution done any of the following to decrease the number of full-time faculty and instructional staff at your institution? [Replaced full-time faculty and instructional staff with part-time faculty and instructional staff]

Yes
No

**A3B** FT instr: Increased course load

During the past five years, has your institution done any of the following to decrease the number of full-time faculty and instructional staff at your institution? [Increased faculty course load rather than replace full-time faculty and instructional staff who left]

Yes
No

**A3C** FT instr: Increased class sizes

During the past five years, has your institution done any of the following to decrease the number of full-time faculty and instructional staff at your institution? [Increased class sizes]

Yes
No

**A3D** FT instr: Reduced courses

During the past five years, has your institution done any of the following to decrease the number of full-time faculty and instructional staff at your institution? [Reduced the number of courses or program offerings]

Yes
No

**A3E** FT instr: Substituted with remote

During the past five years, has your institution done any of the following to decrease the number of full-time faculty and instructional staff at your institution? [Substituted on-campus courses taught by full-time faculty and instructional staff with remote site (e.g., video, audio, internet) courses]

Yes
No

**A3F** FT instr: Other faculty reduction

During the past five years, has your institution done any of the following to decrease the number of full-time faculty and instructional staff at your institution? [Other actions]

Yes
No

**A4** FT instr: Tenure system

Does your institution have a tenure system for any full-time faculty and instructional staff?

Yes, has a tenure system
Currently no tenure system, but still have tenured faculty
No tenure system

**A5A1** FT instr: Tenured fall 97

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Total number as of November 1, 1997. Fall Term Tenured]

**A5A2** FT instr: Tenure-track fall 97

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Total number as of November 1, 1997 Fall Term. Nontenured, on tenure track]

**A5A3** FT instr: Nontenured fall 97

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Total number as of November 1, 1997 Fall Term. Nontenured, not on tenure track]

**A5A4** FT instr: Total fall 97

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Total number as of November 1, 1997 Fall Term. Total]

**A5B1** FT instr: Tenured changed PT to FT

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number who changed from part-time to full-time status between Nov. 1, 1997 and Nov. 1, 1998. Tenured]

**A5B2** FT instr: Tenure-track changed PT to FT

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number who changed from part-time to full-time status between Nov. 1, 1997 and Nov. 1, 1998. Nontenured, on tenure track]

**A5B3** FT instr: Nontenured changed PT to FT

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number who changed from part-time to full-time status between Nov. 1, 1997 and Nov. 1, 1998. Nontenured, not on tenure track]

**A5B4** FT instr: Total changed PT to FT

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number who changed from part-time to full-time status between Nov. 1, 1997 and Nov. 1, 1998. Total]

**A5C1** FT instr: Tenured hired

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number hired between Nov. 1, 1997 and Nov. 1, 1998. Tenured]

**A5C2** FT instr: Tenure-track hired

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number hired between Nov. 1, 1997 and Nov. 1, 1998. Nontenured, on tenure track]

**A5C3** FT instr: Nontenured hired

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number hired between Nov. 1, 1997 and Nov. 1, 1998. Nontenured, not on tenure track]

**A5C4** FT instr: Total hired

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number hired between Nov. 1, 1997 and Nov. 1, 1998. Total]

**A5D1** FT instr: Tenured retired

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number retired between Nov. 1, 1997 and Nov. 1, 1998. Tenured]

**A5D2** FT instr: Tenure-track retired

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number retired between Nov. 1, 1997 and Nov. 1, 1998. Nontenured, on tenure track]

**A5D3** FT instr: Nontenured retired

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number retired between Nov. 1, 1997 and Nov. 1, 1998. Nontenured, not on tenure track]

**A5D4** FT instr: Total retired

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number retired between Nov. 1, 1997 and Nov. 1, 1998. Total]

**A5E1** FT instr: Tenured other left

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number who left for other reasons between Nov. 1, 1997 and Nov. 1, 1998. Tenured]

**A5E2** FT instr: Tenure-track other left

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number who left for other reasons between Nov. 1, 1997 and Nov. 1, 1998. Nontenured, on tenure track]

**A5E3** FT instr: Nontenured other left

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number who left for other reasons between Nov. 1, 1997 and Nov. 1, 1998. Nontenured, not on tenure track]

**A5E4** FT instr: Total other left

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Number who left for other reasons between Nov. 1, 1997 and Nov. 1, 1998. Total]

**A5F1** FT instr: Tenured fall 98

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Total number as of Nov. 1, 1998. Tenured]

**A5F2** FT instr: Tenure-track fall 98

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Total number as of Nov. 1, 1998. Nontenured, on tenure track]

**A5F3** FT instr: Nontenured fall 98

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Total number as of Nov. 1, 1998. Nontenured, not on tenure track]

**A5F4** FT instr: Total fall 98

Please provide the following information about changes in the number of full-time faculty and instructional staff between the 1997 and 1998 Fall Terms. [Total number as of Nov. 1, 1998. Total]

**A6A** FT instr: Considered for tenure 97-98

During the 1997–98 academic year (i.e., Fall 1997 through Spring 1998), how many full-time faculty and instructional staff at your institution were considered for tenure, and how many were granted tenure? [Number of full-time faculty and instructional staff considered for tenure]

**A6B** FT instr: Granted tenure 97-98

During the 1997–98 academic year (i.e., Fall 1997 through Spring 1998), how many full-time faculty and instructional staff at your institution were considered for tenure, and how many were granted tenure? [Number of full-time faculty and instructional staff granted tenure]

**A7A** FT instr: Max yrs track, no tenure

For those on a tenure track but not tenured: What is the maximum number of years full-time faculty and instructional staff can be on a tenure track and not receive tenure?

**A8A** FT instr: Changed tenure policy

During the past five years, has your institution done any of the following? [Changed policy for granting tenure to full-time faculty and instructional staff]

Yes
No

**A8B** FT instr: More stringent tenure stndrds

During the past five years, has your institution done any of the following? [Made the standards more stringent for granting tenure to full-time faculty and instructional staff]

Yes
No

**A8C** FT instr: Downsized tenured faculty

During the past five years, has your institution done any of the following? [Reduced the number of tenured full-time faculty and instructional staff through downsizing]

Yes
No

**A8D** FT instr: Replaced tenured with fix term

During the past five years, has your institution done any of the following? [Replaced some tenured or tenure-track full-time faculty and instructional staff with full-time faculty and instructional staff on fixed term contracts]

Yes
No

**A8E** FT instr: Discontinued tenure

During the past five years, has your institution done any of the following? [Discontinued tenure system at the institution]

Yes
No

**A8F** FT instr: Offered early retirement

During the past five years, has your institution done any of the following? [Offered early or phased retirement to any tenured full-time faculty or instructional staff]

Yes
No

**A8F2** FT instr: Num early retrmnt last 5 yrs

During the past five years, has your institution done any of the following? [Enter the number of full-time faculty and instructional staff who took early retirement during the past five years]

**A9A** FT instr: Other tenure reduction

Has your institution taken any other action(s) that reduced the number of tenured full-time faculty and instructional staff at your institution during the past five years?

Yes
No

**A11A1** FT instr: TIAA-CREF available

Indicate if each of the retirement plans listed below is available to any full-time faculty or instructional staff at your institution. [TIAA/CREF plan]

Yes
No

**A11A2** FT instr: TIAA-CREF subsidized

If available, please indicate whether the plan is fully subsidized, partially subsidized, or not subsidized by your institution. [TIAA/CREF plan]

Fully Subsidized
Partially Subsidized
Not Subsidized

**A11B1** FT instr: Other 403(b) available

Indicate if each of the retirement plans listed below is available to any full-time faculty or instructional staff at your institution. [Other 403(b) plan]

Yes
No

**A11B2** FT instr: Other 403(b) subsidized

If available, please indicate whether the plan is fully subsidized, partially subsidized, or not subsidized by your institution. [Other 403(b) plan]

Fully Subsidized
Partially Subsidized
Not Subsidized

**A11C1** FT instr: State plan available

Indicate if each of the retirement plans listed below is available to any full-time faculty or instructional staff at your institution. [State plan]

Yes
No

**A11C2** FT instr: State plan subsidized

If available, please indicate whether the plan is fully subsidized, partially subsidized, or not subsidized by your institution. [State plan]

Fully Subsidized
Partially Subsidized
Not Subsidized

**A11D1** FT instr: 401(k) available

Indicate if each of the retirement plans listed below is available to any full-time faculty or instructional staff at your institution. [401(k) plan]

Yes
No

**A11D2** FT instr: 401(k) subsidized

If available, please indicate whether the plan is fully subsidized, partially subsidized, or not subsidized by your institution. [401(k) plan]

Fully Subsidized
Partially Subsidized
Not Subsidized

**A11E1** FT instr: Other retirement available

Indicate if each of the retirement plans listed below is available to any full-time faculty or instructional staff at your institution. [Other retirement plan]

Yes
No

**A11E2** FT instr: Other retirement subsidized

If available, please indicate whether the plan is fully subsidized, partially subsidized, or not subsidized by your institution. [Other retirement plan]

Fully Subsidized
Partially Subsidized
Not Subsidized

**A12A1** FT instr: Medical ins available

Indicate which of the following employee benefits is available at your institution to any full-time faculty or instructional staff. [Medical insurance or medical care]

Yes
No

**A12A2** FT instr: Medical ins subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. [Medical insurance or medical care]

Fully Subsidized
Partially Subsidized
Not Subsidized

**A12B1** FT instr: Dental ins available

Indicate which of the following employee benefits is available at your institution to any full-time faculty or instructional staff. [Dental insurance or dental care]

Yes
No

**A12B2** FT instr: Dental ins subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. [Dental insurance or dental care]

Fully Subsidized
Partially Subsidized
Not Subsidized

**A12C1** FT instr: Disability ins available

Indicate which of the following employee benefits is available at your institution to any full-time faculty or instructional staff. [Disability insurance program]

Yes
No

**A12C2** FT instr: Disability ins subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. [Disability insurance program]

Fully Subsidized
Partially Subsidized
Not Subsidized

**A12D1** FT instr: Life ins available

Indicate which of the following employee benefits is available at your institution to any full-time faculty or instructional staff. [Life insurance]

Yes
No

**A12D2** FT instr: Life ins subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. [Life insurance]

Fully Subsidized
Partially Subsidized
Not Subsidized

**A12E1** FT instr: Child care available

Indicate which of the following employee benefits is available at your institution to any full-time faculty or instructional staff. [Child care]

Yes
No

**A12E2** FT instr: Child care subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. [Child care]

Fully Subsidized
Partially Subsidized
Not Subsidized

**A12F1** FT instr: Ret medical ins available

Indicate which of the following employee benefits is available at your institution to any full-time faculty or instructional staff. [Medical insurance for retirees]

Yes
No

**A12F2** FT instr: Ret medical ins subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. [Medical insurance for retirees]

Fully Subsidized
Partially Subsidized
Not Subsidized

**A12G1** FT instr: Cafeteria-style plan available

Indicate which of the following employee benefits is available at your institution to any full-time faculty or instructional staff. ["Cafeteria-style" benefits plan (a plan under which staff can trade off some benefits for others, following guidelines established by the institution)]

Yes
No

**A12G2** FT instr: Cafeteria-style subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. ["Cafeteria-style" benefits plan (a plan under which staff can trade off some benefits for others, following guidelines established by the institution)]

Fully Subsidized
Partially Subsidized
Not Subsidized

**A13A** FT instr: Wellness plan available

Next, indicate which of the following employee benefits or policies is available at your institution to any full-time faculty or instructional staff. [Wellness program or health promotion]

Yes
No

**A13B** FT instr: Spouse tuit remiss available

Next, indicate which of the following employee benefits or policies is available at your institution to any full-time faculty or instructional staff. [Tuition remission/grants at this or other institutions for spouse]

Yes
No

**A13C** FT instr: Child tuit remiss available

Next, indicate which of the following employee benefits or policies is available at your institution to any full-time faculty or instructional staff. [Tuition remission/grants at this or other institutions for children]

Yes
No

**A13D** FT instr: Housing available

Next, indicate which of the following employee benefits or policies is available at your institution to any full-time faculty or instructional staff. [Housing/mortgage; rent]

Yes
No

**A13E** FT instr: Trans, park available

Next, indicate which of the following employee benefits or policies is available at your institution to any full-time faculty or instructional staff. [Transportation/parking]

Yes
No

**A13F** FT instr: Paid maternity leave available

Next, indicate which of the following employee benefits or policies is available at your institution to any full-time faculty or instructional staff. [Paid maternity leave]

Yes
No

**A13G** FT instr: Paid paternity leave available

Next, indicate which of the following employee benefits or policies is available at your institution to any full-time faculty or instructional staff. [Paid paternity leave]

Yes
No

**A13H** FT instr: Paid sabbatical available

Next, indicate which of the following employee benefits or policies is available at your institution to any full-time faculty or instructional staff. [Paid sabbatical leave]

Yes
No

**A13I** FT instr: Employee asst available

Next, indicate which of the following employee benefits or policies is available at your institution to any full-time faculty or instructional staff. [Employee assistance program]

Yes
No

**A14** FT instr: Institution contrib pct salary

What is the average percentage of salary that is contributed by your institution to the total benefits package for full-time faculty and instructional staff?

**A15A** FT instr: Union representation

Are any of your full-time faculty and instructional staff legally represented by a union (or other association) for purposes of collective bargaining with your institution?

Yes
No

**A16A** FT instr assmt: Student evaluations

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of full-time instructional faculty/staff at this institution? [Student evaluations]

Institution Policy
Department/School Policy
Both
Not Used

**A16B** FT instr assmt: Student test scores

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of full-time instructional faculty/staff at this institution? [Student test scores]

Institution Policy
Department/School Policy
Both
Not Used

**A16C** FT instr assmt: Student career placement

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of full-time instructional faculty/staff at this institution? [Student career placement]

Institution Policy
Department/School Policy
Both
Not Used

**A16D** FT instr assmt: Oth studnt perf measures

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of full-time instructional faculty/staff at this institution? [Other measures of student performance]

Institution Policy
Department/School Policy
Both
Not Used

**A16E** FT instr assmt: Dept chair evaluations

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of full-time instructional faculty/staff at this institution? [Department/division chair evaluations]

Institution Policy
Department/School Policy
Both
Not Used

**A16F** FT instr assmt: Dean evaluations

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of full-time instructional faculty/staff at this institution? [Dean evaluations]

Institution Policy
Department/School Policy
Both
Not Used

**A16G** FT instr assmt: Peer evaluations

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of full-time instructional faculty/staff at this institution? [Peer evaluations]

Institution Policy
Department/School Policy
Both
Not Used

**A16H** FT instr assmt: Self-evaluation

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of full-time instructional faculty/staff at this institution? [Self- evaluations]

Institution Policy
Department/School Policy
Both
Not Used

**A16I** FT instr assmt: Other evaluations

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of full-time instructional faculty/staff at this institution? [Other]

Institution Policy
Department/School Policy
Both
Not Used

**B17** PT instr: Retirement plan available

Are any retirement plans available to any part-time faculty or instructional staff at your institution?

Yes to all part-time faculty & instruct staff
Yes to most part-time faculty & instruct staff
Yes to some part-time faculty & instruct staff
No to all part-time faculty & instruct staff

**B18A1** PT instr: TIAA-CREF available

Indicate if each of the retirement plans listed below is available to any part-time faculty or instructional staff at your institution. [TIAA/CREF plan]

Yes
No

**B18A2** PT instr: TIAA-CREF subsidized

If available, please indicate whether the plan is fully subsidized, partially subsidized, or not subsidized by your institution. [TIAA/CREF plan]

Fully Subsidized
Partially Subsidized
Not Subsidized

**B18B1** PT instr: Other 403(b) available

Indicate if each of the retirement plans listed below is available to any part-time faculty or instructional staff at your institution. [Other 403(b) plan]

Yes
No

**B18B2** PT instr: Other 403(b) subsidized

If available, please indicate whether the plan is fully subsidized, partially subsidized, or not subsidized by your institution. [Other 403(b) plan]

Fully Subsidized
Partially Subsidized
Not Subsidized

**B18C1** PT instr: State plan available

Indicate if each of the retirement plans listed below is available to any part-time faculty or instructional staff at your institution. [State plan]

Yes
No

**B18C2** PT instr: State plan subsidized

If available, please indicate whether the plan is fully subsidized, partially subsidized, or not subsidized by your institution. [State plan]

Fully Subsidized
Partially Subsidized
Not Subsidized

**B18D1** PT instr: 401(k), 403(b) available

Indicate if each of the retirement plans listed below is available to any part-time faculty or instructional staff at your institution. [401(k) plan]

Yes
No

**B18D2** PT instr: 401(k), 403(b) subsidized

If available, please indicate whether the plan is fully subsidized, partially subsidized, or not subsidized by your institution. [401(k) plan]

Fully Subsidized
Partially Subsidized
Not Subsidized

**B18E1** PT instr: Other retirement available

Indicate if each of the retirement plans listed below is available to any part-time faculty or instructional staff at your institution. [Other retirement plan]

Yes
No

**B18E2** PT instr: Other retirement subsidized

If available, please indicate whether the plan is fully subsidized, partially subsidized, or not subsidized by your institution. [Other retirement plan]

Fully Subsidized
Partially Subsidized
Not Subsidized

**B19A** PT instr: Any elig criteria for rtrmnt

If a retirement plan is available for any part-time faculty or instructional staff, does your institution have any criteria that must be met in order for part-time faculty or instructional staff to be eligible for any retirement plan?

Yes
No

**B20A1** PT instr: Medical ins available

Indicate which of the following employee benefits is available at your institution to any part-time faculty or instructional staff. [Medical insurance or medical care]

Yes
No

**B20A2** PT instr: Medical ins subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. [Medical insurance or medical care]

Fully Subsidized
Partially Subsidized
Not Subsidized

**B20B1** PT instr: Dental ins available

Indicate which of the following employee benefits is available at your institution to any part-time faculty or instructional staff. [Dental insurance or dental care]

Yes
No

**B20B2** PT instr: Dental ins subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. [Dental insurance or dental care]

Fully Subsidized
Partially Subsidized
Not Subsidized

**B20C1** PT instr: Disability ins available

Indicate which of the following employee benefits is available at your institution to any part-time faculty or instructional staff. [Disability insurance program]

Yes
No

**B20C2** PT instr: Disability ins subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. [Disability insurance program]

Fully Subsidized
Partially Subsidized
Not Subsidized

**B20D1** PT instr: Life ins available

Indicate which of the following employee benefits is available at your institution to any part-time faculty or instructional staff. [Life insurance]

Yes
No

**B20D2** PT instr: Life ins subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. [Life insurance]

Fully Subsidized
Partially Subsidized
Not Subsidized

**B20E1** PT instr: Child care available

Indicate which of the following employee benefits is available at your institution to any part-time faculty or instructional staff. [Child care]

Yes
No

**B20E2** PT instr: Child care subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. [Child care]

Partially Subsidized
Not Subsidized

**B20F1** PT instr: Ret medical ins available

Indicate which of the following employee benefits is available at your institution to any part-time faculty or instructional staff. [Medical insurance for retirees]

Yes
No

**B20F2** PT instr: Ret medical ins subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. [Medical insurance for retirees]

Fully Subsidized
Partially Subsidized
Not Subsidized

**B20G1** PT instr: Cafeteria-style plan available

Indicate which of the following employee benefits is available at your institution to any part-time faculty or instructional staff. ["Cafeteria-style" benefits plan (a plan under which staff can trade off some benefits for others, following guidelines established by the institution)]

Yes
No

**B20G2** PT instr: Cafeteria-style subsidized

If available, indicate whether the benefit for the employee is fully subsidized, partially subsidized, or not subsidized by your institution. ["Cafeteria-style" benefits plan (a plan under which staff can trade off some benefits for others, following guidelines established by the institution)]

Fully Subsidized
Partially Subsidized
Not Subsidized

**B21A** PT instr: Wellness plan available

Next, indicate which of the following employee benefits or policies is available at your institution to any part-time faculty or instructional staff. [Wellness program or health promotion]

Yes
No

**B21B** PT instr: Spouse tuit remiss available

Next, indicate which of the following employee benefits or policies is available at your institution to any part-time faculty or instructional staff. [Tuition remission/grants at this or other institutions for spouse]

Yes
No

**B21C** PT instr: Child tuit remiss available

Next, indicate which of the following employee benefits or policies is available at your institution to any part-time faculty or instructional staff. [Tuition remission/grants at this or other institutions for children]

Yes
No

**B21D** PT instr: Housing available

Next, indicate which of the following employee benefits or policies is available at your institution to any part-time faculty or instructional staff. [Housing/mortgage; rent]

Yes
No

**B21E** PT instr: Trans, park available

Next, indicate which of the following employee benefits or policies is available at your institution to any part-time faculty or instructional staff. [Transportation/parking]

Yes
No

**B21F** PT instr: Paid maternity leave available

Next, indicate which of the following employee benefits or policies is available at your institution to any part-time faculty or instructional staff. [Paid maternity leave]

Yes
No

**B21G** PT instr: Paid paternity leave available

Next, indicate which of the following employee benefits or policies is available at your institution to any part-time faculty or instructional staff. [Paid paternity leave]

Yes
No

**B21H** PT instr: Paid sabbatical available

Next, indicate which of the following employee benefits or policies is available at your institution to any part-time faculty or instructional staff. [Paid sabbatical leave]

Yes
No

**B21I** PT instr: Employee asst available

Next, indicate which of the following employee benefits or policies is available at your institution to any part-time faculty or instructional staff. [Employee assistance program]

Yes
No

**B22A** PT instr: Any elig criteria for benefits

Does your institution have any criteria that must be met in order for part-time faculty and instructional staff to be eligible for any benefits?

Yes
No

**B23** PT instr: Institution contrib pct salary

What is the average percentage of salary that is contributed by your institution to the total benefits package for part-time faculty and instructional staff?

**B24A** PT instr: Pct union representation

Are any of your part-time faculty and instructional staff legally represented by a union (or other association) for purposes of collective bargaining with this institution?

Yes
No

**B24B** PT instr: Union representation

If yes, what percent (approximate) are represented?

**B25A** PT instr assmt: Student evaluations

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of part-time instructional faculty/staff at this institution? [Student evaluations]

Institution Policy
Department/School Policy
Both
Not Used

**B25B** PT instr assmt: Student test scores

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of part-time instructional faculty/staff at this institution? [Student test scores]

Institution Policy
Department/School Policy
Both
Not Used

**B25C** PT instr assmt: Student career placement

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of part-time instructional faculty/staff at this institution? [Student career placement]

Institution Policy
Department/School Policy
Both
Not Used

**B25D** PT instr assmt: Oth studnt perf measures

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of part-time instructional faculty/staff at this institution? [Other measures of student performance]

Institution Policy
Department/School Policy
Both
Not Used

**B25E** PT instr assmt: Dept chair evaluations

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of part-time instructional faculty/staff at this institution? [Department/division chair evaluations]

Institution Policy
Department/School Policy
Both
Not Used

**B25F** PT instr assmt: Dean evaluations

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of part-time instructional faculty/staff at this institution? [Dean evaluations]

Institution Policy
Department/School Policy
Both
Not Used

**B25G** PT instr assmt: Peer evaluations

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of part-time instructional faculty/staff at this institution? [Peer evaluations]

Institution Policy
Department/School Policy
Both
Not Used

**B25H** PT instr assmt: Self-evaluation

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of part-time instructional faculty/staff at this institution? [Self- evaluations]

Institution Policy
Department/School Policy
Both
Not Used

**B25I** PT instr assmt: Other evaluations

Are any of the following used as part of institution or department/school policy in assessing the teaching performance of part-time instructional faculty/staff at this institution? [Other]

Institution Policy
Department/School Policy
Both
Not Used

**C26A** All instr: Pct undergrad instrctn FT

What percentage of undergraduate student credit hours were assigned to the following staff? Student credit hours are defined as the number of course credits or contact hours multiplied by the number of students enrolled. [Percent of undergraduate instruction assigned to full-time faculty or instructional staff]

**C26B** All instr: Pct undergrad instrctn PT

What percentage of undergraduate student credit hours were assigned to the following staff? Student credit hours are defined as the number of course credits or contact hours multiplied by the number of students enrolled. [Percent of undergraduate instruction assigned to part-time faculty or instructional staff]

**C26C** All instr: Pct undrgrd instr tch asst

What percentage of undergraduate student credit hours were assigned to the following staff? Student credit hours are defined as the number of course credits or contact hours multiplied by the number of students enrolled. [Percent of undergraduate instruction assigned to teaching assistants]

**C26D** All instr: Pct undergrad instrctn other

What percentage of undergraduate student credit hours were assigned to the following staff? Student credit hours are defined as the number of course credits or contact hours multiplied by the number of students enrolled. [Percent of undergraduate instruction assigned to others]

**X02_0** Institution strata: Modified NSOPF-88

This variable was used to identify type and control of institution according to a modified Carnegie classification. The 1994 Carnegie classification was used. See a description of each type of Carnegie classification under the "Institution Universe" section of the Technical Notes.

| | |
|---|---|
| Public research | control=public and Carnegie=11 or 12 |
| Private research | control=private and Carnegie=11 or 12 |
| Public doctoral | control=public and Carnegie=13, 14, or 52 |
| Private doctoral | control=private and Carnegie=13, 14, or 52 |
| Public comprehensive | control=public and Carnegie=21 or 22 |
| Private comprehensive | control=private and Carnegie=21 or 22 |
| Private liberal arts | control=private and Carnegie=31 or 32 |
| Public 2-year | control=public and Carnegie=40 |
| Other | control=public and Carnegie=31 or 32, or control=private and Carnegie=40, or Carnegie=51 or 53-65 |

**X23_0** Institution size: Total enrollment

This derived variable was created by NCES from 1998 Fall Enrollment IPEDS data to show the size of the total student enrollment at NSOPF:99 institutions. Total enrollment: All students taking courses for credit.

# APPENDIX C

# STANDARD ERROR TABLES

Table C.1—Standard errors for Table 4.1: Percentage change between fall 1993 and fall 1998 in the number of full-time faculty, and if change occurred, the average percentage increase or decrease, by type and control of institution: Fall 1998

| Type and control of institution | Percent of institutions remaining the same[1] | Institutions reporting a change in the number of full-time faculty | | | |
|---|---|---|---|---|---|
| | | Percent of institutions reporting an increase | Average percent increase | Percent of institutions reporting a decrease | Average percent decrease |
| All institutions[2] | 2.7 | 2.7 | 4.3 | 1.7 | 0.8 |
| Public research | 1.9 | 1.8 | 0.7 | 1.8 | 0.6 |
| Private not-for-profit research | 2.9 | 3.0 | 1.2 | 1.8 | 1.7 |
| Public doctoral[3] | 2.1 | 2.1 | 9.3 | 1.2 | 0.6 |
| Private not-for-profit doctoral[3] | 2.4 | 2.6 | 1.3 | 2.3 | 1.5 |
| Public comprehensive | 3.9 | 4.4 | 1.1 | 3.4 | 1.4 |
| Private not-for-profit comprehensive | 7.5 | 7.8 | 1.5 | 3.5 | 2.1 |
| Private not-for-profit liberal arts | 6.5 | 7.0 | 14.0 | 6.2 | 2.8 |
| Public 2-year | 3.7 | 3.5 | 7.4 | 1.6 | 0.9 |
| Other[4] | 4.6 | 8.5 | 3.4 | 4.1 | 1.5 |

[1]Includes institutions that reported no change between 1993 and 1998.
[2]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[3]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[4]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table C.2—Standard errors for Table 4.2: Percentage of full-time faculty newly hired and percentage of new full-time faculty who were part-time faculty in November 1997, by type and control of institution: Fall 1998

| Type and control of institution | Full-time faculty hired within the past year from outside the institution | Part-time faculty that changed to full-time[1] |
|---|---|---|
| All institutions[2] | 0.2 | .5 |
| Public research | 0.3 | .5 |
| Private not-for-profit research | 0.3 | .6 |
| Public doctoral[3] | 0.2 | .4 |
| Private not-for-profit doctoral[3] | 0.3 | .5 |
| Public comprehensive | 0.4 | .8 |
| Private not-for-profit comprehensive | 1.2 | 1.3 |
| Private not-for-profit liberal arts | 0.7 | 2.5 |
| Public 2-year | 0.3 | 1.6 |
| Other[4] | 0.8 | 3.1 |

[1]Total new full-time faculty includes both faculty who were previously part-time and faculty new to the institution.

[2]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[3]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[4]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table C.3—Standard errors for Table 4.3: Percentage of full-time faculty leaving institutions due to retirement between fall 1997 and fall 1998, by type and control of institution: Fall 1998

| Type and control of institution | Full-time faculty who left | Percent of those leaving who retired |
|---|---|---|
| All institutions[1] | 0.14 | 0.8 |
| Public research | 0.30 | 1.2 |
| Private not-for-profit research | 0.27 | 0.9 |
| Public doctoral[2] | 0.23 | 1.1 |
| Private not-for-profit doctoral[2] | 0.23 | 1.2 |
| Public comprehensive | 0.41 | 1.5 |
| Private not-for-profit comprehensive | 0.47 | 3.5 |
| Private not-for-profit liberal arts | 0.60 | 4.3 |
| Public 2-year | 0.31 | 2.4 |
| Other[3] | 0.63 | 4.8 |

[1]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.

[2]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

[3]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff.
SOURCE: U.S. Department of Education, National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

Table C.4—Standard errors for Table 4-4: Percentage of institutions that took action to decrease the number of full-time faculty during the past five years, by type of action and by type and control of institution: Fall 1998

| Type and control of institution | At least one faculty-reduction action | Actions | | | | |
|---|---|---|---|---|---|---|
| | | Replaced full-time with part-time faculty[1] | Increased faculty course load[2] | Increased class sizes | Reduced program offerings[3] | Substituted on-campus with remote site courses[4] |
| All institutions[5] | 2.7 | 2.4 | 1.5 | 2.1 | 2.1 | 1.3 |
| Public research | 1.9 | 1.6 | 1.3 | 1.5 | 1.5 | 1.1 |
| Private not-for-profit research | 2.0 | 1.5 | # | 1.5 | 1.5 | # |
| Public doctoral[6] | 2.0 | 1.6 | 1.4 | 1.4 | 1.1 | 1.2 |
| Private not-for-profit doctoral[6] | 2.3 | 1.5 | 1.6 | 1.8 | 1.4 | # |
| Public comprehensive | 4.2 | 3.2 | 2.6 | 3.3 | 3.1 | 2.6 |
| Private not-for-profit comprehensive | 6.7 | 2.9 | 0.8 | 4.0 | 4.8 | 4.9 |
| Private not-for-profit liberal arts | 7.1 | 7.0 | 4.4 | 5.4 | 6.9 | 4.0 |
| Public 2-year | 3.5 | 2.5 | 1.4 | 2.3 | 2.2 | 2.3 |
| Other[7] | 8.6 | 7.8 | 5.0 | 7.1 | 6.1 | 2.3 |

# Estimated at less than 0.5 percent. There may be cases in the population.
[1]Replaced full-time faculty and instructional staff with part-time faculty and instructional staff.
[2]Increased faculty course load rather than replace full-time faculty and instructional staff who left.
[3]Reduced the number of courses or program offerings.
[4]Substituted on-campus courses taught by full-time faculty and instructional staff with remote site (e.g., video, audio, internet) courses.
[5]All public and private not-for-profit Title IV participating, degree-granting institutions in the 50 states and the District of Columbia.
[6]Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.
[7]Public liberal arts, private 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Faculty includes all faculty and instructional staff. Institutions may have taken more than one action. Respondents were asked to report changes in the number of faculty "during the past five years." This range of years has been converted to represent the years 1993 to 1998.
SOURCE: U.S. Department of Education. National Center for Education Statistics, 1999 National Study of Postsecondary Faculty, "Institution Survey" (NSOPF:99).

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